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SIXTH ANNUAL REPORT

SALARY AND WAGE RATE SURVEY

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ALBERTA

1 MARCH 1962

RANGE OF WAGES, WEIGHTED AVERAGES AND
MEDIAN BY SIZE AND TYPE OF FIRM
ALBERTA AND FOUR MAJOR CITIES

PREPARED BY
ALBERTA BUREAU OF STATISTICS
DEPARTMENT OF INDUSTRY AND DEVELOPMENT
EDMONTON, ALBERTA
JUNE 1962

SIXTH ANNUAL REPORT



SALARY AND WAGE RATE SURVEY

1 MARCH 1962

SECTION 1 - Page 2

Range of Salary and Wage Rates, Weighted Averages and Medians

By Size and Type of Firm

Alberta - Calgary - Edmonton

SECTION 2 - Page 57

Range of Salary and Wage Rates, Weighted Averages and Medians

By Size and Type of Firm

Alberta - Lethbridge - Medicine Hat

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WAGE AND SALARY RATE SURVEY - ALBERTA - 1962

Seventh
This is the ~~Sixth~~ Annual Report of Salary and Wage Rates published by the Alberta Bureau of Statistics. Information as to salary and wage rates is obtained from a survey conducted by mail each year. This year the survey was conducted as at 1 March and salary and wage rates are shown for ~~196~~ job classifications in 10 types and 4 sizes of firms.

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Salary and wage rates by occupation for Alberta, Calgary and Edmonton are shown in Section 1, and for Alberta, Lethbridge and Medicine Hat in Section 2.

In this report the range of wages, the median wage, and the weighted average wage are given for each occupation. The ranges shown are based on total employment (or size) of the reporting firms, and by type of firm. Also shown are the number of employees in each position and the number of firms reporting. Wherever there seemed to be enough employees reported to give a fair representation of the wage structure, figures were given for one or more of the cities. Detailed information has not been shown where less than three firms reported for any specific size or type of firm, or location, but the information is included in the summary wherever possible. In general, the larger the number of firms and of employees reported, the more representative will be the ranges and the averages.

SALARY RANGE:

The "Alberta" ranges were examined closely and salaries in the upper and lower deciles (the upper and the lower 10%) were deleted and excluded from the report. Some latitude was taken in the editing: all salaries in the particular group where the "cut-off" point occurred, were retained and included in the report. This accounts for the fact that slightly less than 20% of all employees were finally excluded. (Compare tables B and C).

Only a small sample of the Provincial Civil Service personnel in Edmonton is included.

The relatively small number of persons shown in some occupations may bias the true range one way or another.

No allowance has been made in this report, or on the questionnaire, for experience or special qualifications. To some extent this explains the wide range and disparity in male-female wages.

RATES OF PAY:

Weekly Rates:

Many firms reported weekly rates of pay. The weekly rates of pay were all converted to monthly rates by the following formula:

$$\frac{\text{Weekly rate of pay} \times 52 \text{ weeks}}{12 \text{ months}}$$

For a person earning \$60.00 a week, the monthly rate would be -

$$\frac{\$60.00 \times 52}{12} = \$260.00$$

Hourly Rates:

Numerous firms reported both monthly and hourly rates of pay for some job classifications. Please refer to the table of contents in the front of this report for classifications where both hourly and monthly rates are shown. For all other positions where hourly rates were reported, the hourly rates of pay were converted to monthly rates by the following formula:

$$\frac{\text{Hourly rates of pay} \times \text{number of hours worked per week} \times 52 \text{ weeks}}{12 \text{ months}}$$

For example, a person working a 40 hour week at \$1.44 per hour, the monthly rate would be -

$$\frac{1.44 \times 40 \times 52}{12} = \$249.60 \text{ (i.e. } \$250)$$

Median:

The median wage rate is the rate in a graduated series which divides the series so that half the employees are paid at equal or higher rates and half at equal or lower rates. (See example below)

Weighted Averages:

Method of computing: each reported rate for a given occupation, is multiplied by the number of employees receiving that rate; the totals are added together and divided by the number of employees in the occupation.

Example:

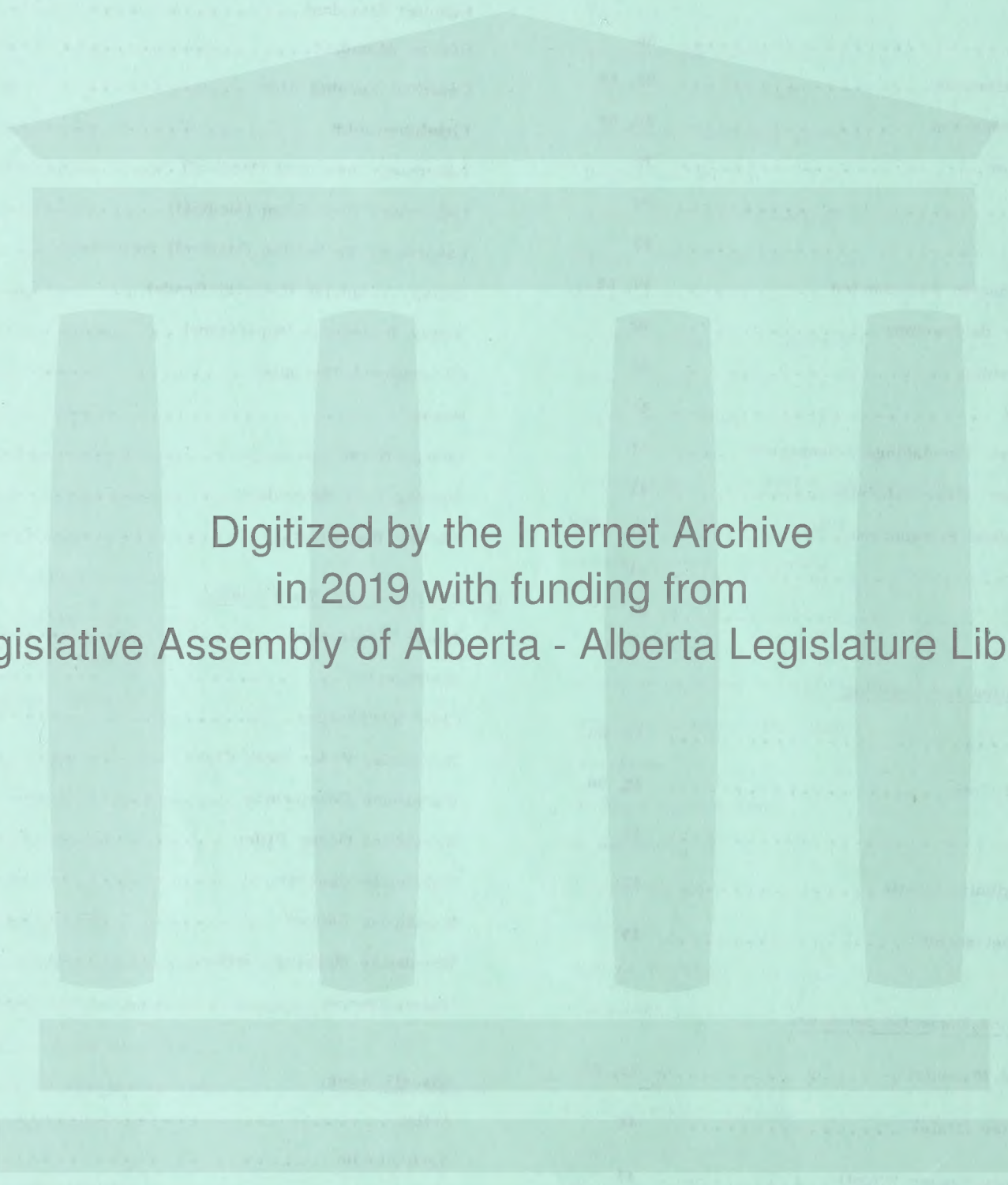
For the position "~~Engineer in Training~~" ^{"Bookkeeper"}, ~~five~~ ⁸ firms reported salary rates paid as follows:

No. of Employees		Salary Rate		Gross Salary paid
No.		\$		\$
1	x	400	=	400
1	x	412	=	412
1	x	435	=	435
4	x	450	=	1,800
3	x	460 (median)	=	1,380
1	x	470	=	470
1	x	475	=	475
15				6,782
Weighted Average		6782	=	\$452.13 (i.e. \$452)
		15		
Median Rate -		\$460		
Range:		\$400 - \$475		
Number of Employees -		15		
			Number of Firms -	8

Note: The above example shows actual rates of pay reported in the 1962 survey. This information appears on page 10 of this report, in the Alberta column for the job classification of "~~Engineer in Training~~" in the Public Service.

Salary and wage rates have been shown by four sizes of firms and 10 types of firms. Additional breakdowns for sub-groups of firms within any of the 10 types shown may be obtained by writing to this Bureau. Please allow at least two weeks for requests to be filled.

Special surveys may be conducted by this Bureau for salary and wage rates in positions not included in this report, if requests are made by groups or associations of firms.



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WAGE AND SALARY RATE SURVEY - ALBERTA
1 MARCH, 1962

Questionnaires were sent out to ten types of employing organizations during the first week of March 1962

TABLE A. FIRMS REPORTING BY TYPE AND LOCATION

By Type of Firm:	Manu- facturing	Oil Firms	Public Service	Department Stores	Wholesale	Automotive Firms	Financial Firms	Retail Firms	Institutions	Construction Firms	TOTAL
Calgary	37	66	10	6	39	13	22	48	10	20	271
Edmonton	60	28	17	10	61	11	25	50	12	34	308
Lethbridge	20		3	4	10	6	6	31	6	8	94
Medicine Hat	14		1	3	6	4	10	9	1	3	51
Other Locations ...	20	2	8	3	4	3	6	7	19	5	82
ALBERTA	151	96	39	26	120	42	69	145	48	70	806

TABLE B. EMPLOYEE COVERAGE BY TYPE OF FIRM AND LOCATION

By Type of Firm:	Manu- facturing	Oil Firms	Public Service	Department Stores	Wholesale	Automotive Firms	Financial Firms	Retail Firms	Institutions	Construction Firms	TOTAL
Calgary	898	3,865	1,437	1,066	868	412	455	1,458	1,699	729	12,887
Edmonton	2,082	1,046	3,130	1,278	1,267	465	499	1,293	1,911	947	13,918
Lethbridge	299		154	196	112	79	43	231	469	73	1,656
Medicine Hat	556		168	83	132	65	81	53	7	39	1,184
Other Locations ...	483	8	219	86	27	148	80	52	1,009	40	2,152
ALBERTA	4,318	4,919	5,108	2,709	2,406	1,169	1,158	3,087	5,095	1,828	31,797

TABLE C. EMPLOYEE COVERAGE BY TYPE OF FIRM AND LOCATION - AFTER UPPER AND LOWER DECILES ELIMINATED

By Type of Firm:	Manu- facturing	Oil Firms	Public Service	Department Stores	Wholesale	Automotive Firms	Financial Firms	Retail Firms	Institutions	Construction Firms	TOTAL
Calgary	742	3,008	1,321	952	689	345	389	1,167	1,484	609	10,706
Edmonton	1,715	837	2,783	989	1,043	361	379	1,103	1,728	822	11,760
Lethbridge	233		135	154	76	62	13	157	399	57	1,286
Medicine Hat	500		134	61	95	45	40	26	4	21	926
Other Locations ...	331	1	149	69	24	103	53	34	804	29	1,597
ALBERTA	3,521	3,846	4,522	2,225	1,927	916	874	2,487	4,419	1,538	26,275

TABLE D. EMPLOYEE COVERAGE BY SEX AND LOCATION

	Male		Female	Total
Calgary	7,173	5,714	12,887	
Edmonton	7,978	5,940	13,918	
Lethbridge	824	832	1,656	
Medicine Hat	728	456	1,184	
Other Locations ...	941	1,211	2,152	
TOTAL	17,644	14,153	31,797	

TABLE E. EMPLOYEE COVERAGE BY SEX AND LOCATION
AFTER UPPER AND LOWER DECILES ELIMINATED

	Male		Female	Total
Calgary	5,931	4,775	10,706	
Edmonton	6,673	5,087	11,760	
Lethbridge	649	637	1,286	
Medicine Hat	574	352	926	
Other Locations ...	845	952	1,597	
TOTAL	14,472	11,803	26,275	

MONTHLY SALARY AND WAGE RATES

	ALBERTA								CALGARY				EDMONTON						
Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average
				\$		\$	\$			\$		\$	\$			\$		\$	\$
SIZE OF FIRM	CLERK (BEGINNING LEVEL)																		
1 - 39	M	54	39	175	- 317	210	222	14	12	180	- 307	214	225	23	15	175	- 317	211	228
	F	100	46	165	- 240	190	195	45	23	165	- 240	193	197	36	17	165	- 240	190	198
40 - 99	M	46	22	175	- 296	233	238	22	12	175	- 285	247	240	16	9	190	- 286	220	220
	F	102	23	165	- 240	208	202	32	10	170	- 228	185	193	62	7	166	- 240	219	211
100 - 399	M	124	36	180	- 306	220	229	60	15	180	- 295	214	222	55	14	180	- 306	230	240
	F	202	25	165	- 239	198	202	89	11	165	- 237	200	204	91	11	165	- 239	203	204
400 +	M	126	20	178	- 318	266	259	59	6	205	- 315	284	281	67	14	178	- 318	235	240
	F	350	7	165	- 240	195	196	102	3	165	- 238	207	207	244	3	170	- 240	180	191
TYPE OF FIRM REPORTING																			
Manufacturing	M	38	19	180	- 317	228	230	10	3	180	- 255	232	225	22	11	180	- 317	225	231
Manufacturing	F	39	14	165	- 229	190	192	11	6	170	- 217	190	188	19	5	180	- 229	195	197
Oil Firms	M	91	26	175	- 315	220	231	66	20	175	- 315	227	236	25	6	178	- 245	215	217
Oil Firms	F	83	10	165	- 240	215	213	60	8	170	- 240	206	212	23	2	165	- 240	225	215
Public Service	M	106	16	180	- 318	272	260	43	4	235	- 311	284	286	51	8	180	- 318	235	240
Public Service	F	287	7	166	- 239	185	195	24	3	175	- 235	232	222	261	3	170	- 239	180	193
Department Store	F	91	8	165	- 238	208	204	-	-	-	-	-	-	16	4	173	- 234	208	203
Wholesale Firms	M	21	15	190	- 295	217	232	9	5	200	- 295	260	250	9	8	190	- 265	207	215
Wholesale Firms	F	39	24	165	- 225	185	188	18	13	165	- 225	185	190	19	9	170	- 210	183	187
Automotive Firms	F	9	7	165	- 218	180	187	-	-	-	-	-	-	4	3	165	- 200	180	181
Financial Firms	M	26	18	175	- 316	210	215	9	7	180	- 267	217	219	12	7	175	- 316	210	220
Financial Firms	F	79	12	165	- 238	180	188	42	6	170	- 238	182	189	27	6	165	- 225	182	189
Retail Firms	M	55	14	175	- 306	235	243	17	5	180	- 275	220	223	33	7	197	- 306	280	258
Retail Firms	F	48	12	166	- 227	185	190	34	4	170	- 227	190	191	11	5	166	- 215	185	190
Institutions	M	7	4	208	- 250	208	220	-	-	-	-	-	-	6	3	208	- 250	208	219
Institutions	F	72	3	165	- 240	219	214	-	-	-	-	-	-	-	-	-	-	-	-
Construction	F	7	4	165	- 225	205	201	5	3	165	- 225	210	200	-	-	-	-	-	-
Summary	M	350	217	175	- 318	235	240	155	145	175	- 315	250	247	161	52	175	- 318	225	236
Summary	F	754	101	165	- 240	195	198	268	47	165	- 240	200	203	433	38	165	- 240	191	197

Definition CLERK (Beginning Level): Performs beginning level clerical work of a simple or repetitive nature, sorts and distributes mail, addresses, stuffs and stamps envelopes, keeps simple records, operates standard office equipment such as adding machines, cash registers, mimeograph and ditto, makes simple arithmetical computations and performs other routine duties requiring a minimum of judgment.

MONTHLY SALARY AND WAGE RATES

3

	ALBERTA								CALGARY				EDMONTON						
Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average
				\$		\$	\$			\$		\$	\$			\$		\$	\$
SIZE OF FIRM	CLERK - GENERAL (INTERMEDIATE)																		
1 - 39	M	110	56	258	- 450	334	341	46	18	258	- 450	355	357	43	21	260	- 450	330	340
	F	128	54	195	- 330	230	236	51	17	195	- 330	230	243	42	24	200	- 303	235	237
40 - 99	M	200	49	260	- 450	353	353	143	26	260	- 450	365	362	48	18	260	- 450	325	334
	F	83	25	195	- 331	260	260	38	8	195	- 331	289	276	35	13	200	- 315	240	248
100 - 399	M	354	42	257	- 450	343	351	183	23	257	- 450	369	368	156	14	258	- 450	331	333
	F	285	17	195	- 330	240	249	83	3	198	- 328	260	263	184	8	195	- 330	235	246
400 +	M	458	16	260	- 450	365	364	267	6	260	- 450	360	365	187	8	260	- 450	377	363
	F	236	6	195	- 323	257	255	130	3	195	- 322	260	259	103	3	195	- 323	250	252
TYPE OF FIRM REPORTING																			
Manufacturing	M	124	36	260	- 450	348	352	29	9	265	- 445	360	360	69	11	260	- 450	355	356
Manufacturing	F	44	14	195	- 325	240	244	-	-	-	-	-	-	23	9	205	- 305	240	245
Oil Firms	M	438	40	260	- 450	383	379	388	31	269	- 450	380	378	50	9	260	- 450	405	388
Oil Firms	F	101	4	225	- 330	288	288	84	3	225	- 330	286	288	-	-	-	-	-	-
Public Service	M	262	12	260	- 425	340	352	112	4	275	- 425	340	354	142	5	260	- 407	359	352
Public Service	F	173	7	197	- 330	248	256	-	-	-	-	-	-	140	3	197	- 330	246	254
Department Store	F	108	7	195	- 312	238	237	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale Firms	M	79	28	258	- 435	300	320	31	11	260	- 423	315	333	43	13	258	- 435	296	313
Wholesale Firms	F	66	14	195	- 325	240	247	28	8	195	- 325	250	258	35	4	200	- 303	240	241
Automotive Firms	M	9	6	273	- 325	300	296	-	-	-	-	-	-	3	3	310	- 325	315	317
Automotive Firms	F	12	6	195	- 325	210	231	-	-	-	-	-	-	-	-	-	-	-	-
Financial Firms	M	42	8	258	- 427	328	329	20	3	258	- 392	369	343	18	4	258	- 427	324	323
Financial Firms	F	132	19	196	- 310	229	234	42	7	200	- 310	232	241	70	9	197	- 300	233	233
Retail Firms	M	137	17	257	- 425	329	328	46	8	257	- 415	327	327	91	9	260	- 425	331	329
Retail Firms	F	55	17	195	- 331	234	248	29	4	195	- 331	250	254	22	11	210	- 317	233	244
Institutions	M	4	3	270	- 395	290	314	-	-	-	-	-	-	-	-	-	-	-	-
Institutions	F	33	8	205	- 290	240	240	-	-	-	-	-	-	15	4	205	- 290	245	249
Construction	M	16	11	260	- 450	349	343	-	-	-	-	-	-	9	5	300	- 450	375	359
Construction	F	8	6	200	- 320	268	261	-	-	-	-	-	-	7	5	200	- 320	260	259
Summary	M	1122	163	257	- 450	350	356	639	73	257	- 450	365	365	434	61	258	- 450	341	347
Summary	F	732	102	195	- 331	242	250	302	31	195	- 331	258	259	364	48	195	- 330	240	247

Definition of Duties: CLERK - GENERAL (INTERMEDIATE): Performs a variety of clerical duties, under general supervision, which require a knowledge of office procedures and methods. Gathers source material for reports, maintains and balances various types of ledger accounts, posts records of moderate complexity, may explain policies and procedures to the public. May assign routine work to others in work-leader capacity, with limited responsibility for disciplinary supervision.

MONTHLY SALARY AND WAGE RATES

	ALBERTA								CALGARY				EDMONTON									
Size of firm (based on Total Employees)																						
and	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average			
Type of Firm Reporting																						
				\$	\$	\$			\$	\$	\$	\$			\$	\$	\$	\$				
SIZE OF FIRM	PRINCIPAL (SENIOR) CLERK																					
1 - 39	M	84	61	303	-	500	408	404	38	25	303	-	500	421	419	30	24	303	-	500	383	393
	F	38	28	245	-	365	277	285	11	9	247	-	350	290	289	13	11	250	-	365	275	281
40 - 99	M	83	39	315	-	520	425	421	49	22	321	-	505	442	432	31	15	315	-	520	412	402
	F	15	6	250	-	325	285	286	4	3	250	-	325	292	290	11	3	255	-	320	285	285
100 - 399	M	279	49	305	-	525	390	405	149	24	315	-	525	429	430	119	20	305	-	515	375	375
	F	90	7	250	-	368	310	306	-	-	-	-	-	-	-	59	4	270	-	360	330	319
400 +	M	122	18	315	-	520	430	415	33	6	351	-	503	430	432	81	10	315	-	520	431	408
	F	80	3	242	-	370	281	293	-	-	-	-	-	-	-	-	-	-	-	-	-	
TYPE OF FIRM REPORTING																						
Manufacturing	M	79	36	315	-	520	412	413	15	10	350	-	505	400	404	43	17	315	-	520	433	420
Oil Firms	M	166	35	318	-	525	458	450	136	26	335	-	525	457	450	30	9	318	-	520	469	451
Oil Firms	F	5	3	260	-	360	332	315	-	-	-	-	-	-	-	-	-	-	-	-	-	
Public Service	M	124	15	315	-	500	375	383	20	5	335	-	470	431	432	102	9	315	-	457	370	371
Department Store	F	60	6	242	-	368	281	281	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale Firms	M	52	24	303	-	500	350	362	16	9	303	-	450	390	384	33	12	305	-	500	325	351
Wholesale Firms	F	14	7	245	-	320	283	280	5	4	275	-	310	290	292	-	-	-	-	-	-	
Automotive Firms	M	4	4	375	-	417	377	387	4	4	375	-	417	377	387	-	-	-	-	-	-	
Financial Firms	M	66	23	303	-	500	406	412	24	9	321	-	500	500	451	33	9	303	-	483	395	391
Financial Firms	F	50	12	247	-	365	265	282	29	5	247	-	306	265	269	14	4	255	-	365	297	301
Retail Firms	M	57	18	315	-	500	370	377	44	9	315	-	475	370	377	11	7	320	-	500	360	385
Retail Firms	F	9	7	250	-	365	260	281	-	-	-	-	-	-	-	4	4	250	-	300	256	265
Institutions	F	5	3	290	-	340	328	317	-	-	-	-	-	-	-	-	-	-	-	-	-	
Construction	M	18	10	325	-	520	450	438	9	4	380	-	500	450	442	8	5	325	-	520	417	426
Summary	M	568	167	303	-	525	411	409	269	77	303	-	525	429	429	261	69	303	-	520	375	390
Summary	F	223	44	242	-	370	290	296	76	15	242	-	365	273	283	131	19	244	-	370	303	305

Definition of Duties: PRINCIPAL (SENIOR) CLERK: Performs difficult clerical work of a varied nature involving frequent exercise of independent judgment. Requires knowledge of policies, rules and procedures. Compiles and checks reports and tabulations, receives the public and handles inquiries, complaints and adjustments. Usually has some latitude of discretion in determining office methods and procedures, and in supervising a small group of clerical subordinates. Requires at least two years' experience in clerical work.

MONTHLY SALARY AND WAGE RATES

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	ALBERTA								CALGARY								EDMONTON							
Size of firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average								
and Type of Firm Reporting																								
				\$	\$	\$			\$	\$	\$			\$	\$	\$								
SIZE OF FIRM	PAY ROLL CLERK																							
	M	3	3	275 - 440	330	348	-	-	-	-	-	-	-	-	-	-								
	1 - 39	F	21	18	222 - 335	260	268	14	12	222 - 325	268	269	4	4	260 - 335	275	286							
	40 - 99	M	8	8	310 - 400	357	358	4	4	310 - 355	340	336	-	-	-	-	-							
		F	37	34	220 - 360	265	270	20	18	220 - 360	294	290	17	16	225 - 281	240	247							
	100 - 399	M	34	25	275 - 435	350	356	17	13	281 - 426	355	360	11	7	325 - 380	335	341							
		F	38	30	220 - 375	270	277	22	16	220 - 375	263	277	13	11	221 - 360	260	271							
	400 +	M	64	13	277 - 440	395	378	-	-	-	-	-	57	10	277 - 435	395	379							
		F	40	15	228 - 370	279	283	17	6	228 - 368	297	294	22	9	230 - 370	270	277							
TYPE OF FIRM REPORTING																								
Manufacturing	M	21	18	275 - 440	377	366	3	3	330 - 390	350	357	5	5	325 - 435	355	371								
Manufacturing	F	33	21	220 - 370	260	268	9	6	220 - 360	251	268	22	14	225 - 370	260	267								
Oil Firms	M	10	8	310 - 440	398	385	7	5	310 - 440	416	394	3	3	323 - 395	380	366								
Oil Firms	F	38	27	220 - 375	293	289	34	24	220 - 375	298	291	4	3	225 - 335	255	268								
Public Service	M	50	3	301 - 407	395	383	-	-	-	-	-	50	3	301 - 407	395	383								
Department Store	F	17	9	221 - 368	273	276	6	4	234 - 368	277	287	10	4	221 - 325	261	265								
Wholesale Firms	F	10	10	225 - 325	278	273	5	5	225 - 325	293	274	4	4	230 - 320	263	269								
Automotive Firms	F	3	3	245 - 290	275	270	-	-	-	-	-	3	3	245 - 290	275	270								
Financial Firms	F	3	3	267 - 290	275	277	-	-	-	-	-	-	-	-	-	-								
Retail Firms	M	12	8	277 - 425	342	345	8	6	285 - 425	365	356	4	2	277 - 349	332	323								
Retail Firms	F	19	13	220 - 333	257	265	11	7	220 - 316	281	272	5	4	238 - 333	257	266								
Institutions	F	8	6	240 - 360	274	284	-	-	-	-	-	4	4	240 - 360	275	288								
Construction	M	12	8	275 - 381	341	337	5	3	281 - 375	350	341	7	5	275 - 381	335	334								
Construction	F	5	5	230 - 300	250	255	-	-	-	-	-	3	3	230 - 250	235	238								
Summary	M	109	49	275 - 440	383	369	25	19	281 - 440	355	362	71	20	275 - 435	383	372								
Summary	F	136	97	220 - 375	274	275	73	52	220 - 375	281	283	56	40	221 - 370	260	267								

Definition of Duties: PAY-ROLL CLERK: Computes pay due each worker and prepares pay-roll. May make out pay cheques and assist paymaster in making up and distributing envelopes. May use calculating machine, cheque writing machine, or typewriter.

MONTHLY SALARY AND WAGE RATES

6

	ALBERTA								CALGARY				EDMONTON					
Size of firm (based on Total Employees)																		
and	M - Male	F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range	
Type of Firm Reporting																		
					\$	\$	\$				\$	\$	\$	\$			\$	\$
SIZE OF FIRM	BOOKKEEPER																	
1 - 39	M	31	30	295 - 475	368	369	8	7	295 - 435	320	346	14	14	300 - 475	368	382		
	F	82	76	199 - 350	252	261	22	20	200 - 325	277	272	31	30	200 - 346	268	273		
40 - 99	M	22	17	285 - 450	363	370	12	9	285 - 448	340	362	6	5	350 - 450	377	387		
	F	23	19	212 - 350	273	284	9	9	212 - 350	271	282	11	7	232 - 350	275	291		
100 - 399	M	33	19	295 - 450	338	349	16	8	300 - 450	348	356	9	5	295 - 422	338	347		
	F	21	12	200 - 350	275	279	-	-	- -	- -	- -	12	9	200 - 350	283	281		
400 +	M	30	8	297 - 475	428	407	14	3	320 - 475	456	439	25	5	297 - 458	407	390		
	F	10	4	225 - 338	283	284	-	-	- -	- -	- -	- -	- -	- -	- -	- -		
TYPE OF FIRM REPORTING																		
Manufacturing	M	21	20	285 - 425	355	355	5	5	285 - 425	368	359	7	5	297 - 375	350	347		
Manufacturing	F	17	15	200 - 350	267	266	-	-	- -	- -	- -	11	10	200 - 350	254	268		
Oil Firms	M	21	12	300 - 475	428	407	15	7	300 - 458	428	405	6	5	308 - 475	423	410		
Oil Firms	F	6	3	250 - 350	303	307	-	-	- -	- -	- -	- -	- -	- -	- -	- -		
Public Service	M	25	3	313 - 475	431	414	-	-	- -	- -	- -	- -	- -	- -	- -	- -		
Department Store	F	9	7	213 - 303	251	253	3	3	213 - 303	286	267	-	-	- -	- -	- -		
Wholesale Firms	M	14	11	295 - 430	329	347	5	3	325 - 385	325	349	7	6	295 - 430	333	344		
Wholesale Firms	F	24	20	201 - 346	262	273	8	8	245 - 346	269	282	13	9	232 - 346	260	281		
Automotive Firms	F	10	7	200 - 350	268	266	3	3	200 - 310	300	270	-	-	- -	- -	- -		
Financial Firms	M	3	3	333 - 450	361	381	-	-	- -	- -	- -	- -	- -	- -	- -	- -		
Financial Firms	F	14	12	205 - 325	260	266	8	6	205 - 325	248	257	4	4	260 - 325	292	292		
Retail Firms	M	19	8	300 - 417	338	339	11	4	300 - 355	320	321	7	3	338 - 417	350	360		
Retail Firms	F	29	27	199 - 325	240	249	6	6	225 - 325	265	268	11	10	200 - 325	250	258		
Institutions	M	5	4	298 - 375	350	335	-	-	- -	- -	- -	- -	- -	- -	- -	- -		
Institutions	F	11	6	240 - 338	275	278	-	-	- -	- -	- -	- -	- -	- -	- -	- -		
Construction	M	11	10	325 - 450	400	398	5	4	325 - 450	400	400	4	4	346 - 450	400	399		
Construction	F	12	12	200 - 350	300	295	-	-	- -	- -	- -	7	7	235 - 346	315	302		
Summary	M	125	74	285 - 475	371	376	50	27	285 - 475	375	379	54	29	295 - 475	375	380		
Summary	F	136	111	199 - 350	266	269	39	32	200 - 350	280	275	60	48	200 - 350	275	280		

Definition of Duties: BOOKKEEPER: Maintains a uniform double-entry set of books, maintains journals and general ledgers of financial transactions, including revenue and expenditure analyses, posts and balances general and subsidiary ledgers, prepares claims and payrolls. May supervise several juniors engaged in related duties.

MONTHLY SALARY AND WAGE RATES

7

	ALBERTA								CALGARY				EDMONTON					
Size of firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
and Type of Firm Reporting																		
				\$	\$	\$			\$	\$	\$			\$	\$	\$		
SIZE OF FIRM	JUNIOR CLERK TYPIST (BEGINNING LEVEL)																	
1 - 39	F	36	25	173 - 235	191	193	10	9	173 - 225	195	196	18	11	173 - 235	191	196		
40 - 99	F	38	22	170 - 238	205	204	17	11	170 - 238	206	209	20	11	173 - 235	205	201		
100 - 399	F	177	36	170 - 238	195	197	62	18	175 - 238	200	199	97	15	170 - 235	197	196		
400 +	F	233	25	170 - 239	208	204	75	8	186 - 239	211	213	156	16	170 - 238	200	200		
TYPE OF FIRM REPORTING																		
Manufacturing	F	22	14	170 - 238	195	200	-	-	-	-	-	15	10	170 - 238	190	200		
Oil Firms	F	69	21	170 - 239	200	206	53	14	185 - 239	200	204	16	7	170 - 235	216	210		
Public Service	F	236	13	170 - 236	205	199	-	-	-	-	-	201	10	170 - 235	197	196		
Department Store	F	20	5	173 - 238	195	200	-	-	-	-	-	4	3	173 - 238	208	207		
Wholesale Firms	F	18	11	175 - 238	205	206	9	7	189 - 238	200	210	9	4	175 - 217	205	202		
Automotive Firms	F	5	4	175 - 210	200	199	-	-	-	-	-	-	-	-	-	-		
Financial Firms	F	28	17	170 - 226	194	193	14	10	170 - 226	189	191	10	5	185 - 212	200	198		
Retail Firms	F	20	11	173 - 238	185	192	12	4	175 - 238	185	194	7	6	175 - 224	185	191		
Institutions	F	64	10	170 - 237	206	206	30	3	180 - 237	196	209	25	5	170 - 220	208	206		
Summary	F	484	108	170 - 239	200	201	164	46	170 - 239	205	206	291	53	170 - 238	200	198		
SIZE OF FIRM	CLERK TYPIST (INTERMEDIATE)																	
1 - 39	F	46	30	195 - 266	225	223	21	13	195 - 260	225	224	20	14	196 - 266	225	225		
40 - 99	F	55	27	195 - 264	234	230	34	15	195 - 264	234	231	20	11	195 - 262	231	229		
100 - 399	F	139	37	195 - 270	235	236	38	14	195 - 270	235	236	91	18	195 - 270	235	238		
400 +	F	207	22	195 - 272	240	243	95	8	210 - 272	249	250	110	12	195 - 270	238	237		
TYPE OF FIRM REPORTING																		
Manufacturing	F	51	23	195 - 268	225	230	14	8	209 - 268	241	239	31	10	195 - 268	225	228		
Oil Firms	F	75	24	200 - 270	248	243	61	17	200 - 270	248	243	14	7	200 - 265	249	241		
Public Service	F	178	11	195 - 272	246	246	55	3	225 - 272	247	253	121	7	197 - 270	240	244		
Wholesale Firms	F	38	21	195 - 260	227	223	11	7	195 - 260	231	227	23	11	195 - 251	227	224		
Automotive Firms	F	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Financial Firms	F	30	11	195 - 266	210	215	12	4	195 - 264	208	214	16	6	196 - 266	215	218		
Retail Firms	F	10	8	195 - 265	224	222	7	5	195 - 230	217	215	3	3	220 - 265	227	237		
Institutions	F	55	11	195 - 270	230	234	24	4	215 - 270	236	240	27	6	195 - 265	230	229		
Construction	F	6	5	210 - 260	220	229	-	-	-	-	-	3	3	210 - 260	251	240		
Summary	F	447	116	195 - 272	236	237	188	50	195 - 272	241	241	241	55	195 - 270	235	236		

Definition of Duties: JUNIOR CLERK TYPIST (Beginning Level); Types reports, case records, statements, letters, charts and other material from copy and rough drafts, performs simple clerical duties. Must be able to type accurately with fair speed but no previous experience necessary.

Definition of Duties: CLERK TYPIST (INTERMEDIATE); Does detailed typing requiring the exercise of judgment and assumption of responsibility in carrying out assignments involving statistical, rough draft material, copying of technical or unusual business correspondence or other materials. Must be able to type accurately with good speed and lay out and arrange work. Approximately one year's experience necessary.

MONTHLY SALARY AND WAGE RATES

8

	ALBERTA								CALGARY				EDMONTON			
Size of firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
SIZE OF FIRM	SENIOR CLERK TYPIST															
1 - 39	F	48	29	215 - 312	252	258	13	8	230 - 300	260	262	26	14	215 - 312	257	262
40 - 99	F	30	17	215 - 307	277	270	11	9	215 - 300	281	265	18	7	235 - 307	277	273
100 - 399	F	36	23	210 - 300	244	250	16	11	220 - 291	253	254	14	9	210 - 300	243	250
400 +	F	73	16	210 - 307	284	271	34	4	210 - 287	284	272	39	12	220 - 307	273	270
TYPE OF FIRM REPORTING																
Manufacturing	F	14	10	220 - 307	268	264	-	-	-	-	-	9	5	220 - 307	250	263
Oil Firms	F	28	16	220 - 312	260	266	20	12	227 - 300	260	262	8	4	220 - 312	283	277
Public Service	F	39	6	220 - 300	284	277	-	-	-	-	-	13	4	220 - 300	288	284
Department Store	F	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale Firms	F	15	12	215 - 289	255	253	-	-	-	-	-	11	9	215 - 289	242	251
Automotive Firms	F	5	5	215 - 300	225	244	3	3	215 - 300	260	258	-	-	-	-	-
Financial Firms	F	26	10	210 - 289	250	252	5	3	225 - 288	237	247	18	6	210 - 289	250	255
Retail Firms	F	16	9	218 - 307	268	260	7	4	225 - 287	267	261	8	4	218 - 307	275	264
Institutions	F	34	11	210 - 301	262	265	7	3	210 - 287	287	257	22	6	225 - 301	288	275
Construction	F	5	5	245 - 300	260	265	3	3	245 - 300	260	268	-	-	-	-	-
Summary	F	187	85	210 - 312	267	264	71	32	210 - 300	272	265	97	42	210 - 312	265	266
SIZE OF FIRM	JUNIOR STENOGRAPHER (BEGINNING LEVEL)															
1 - 39	F	51	42	180 - 260	205	211	17	16	180 - 260	217	211	26	19	180 - 260	204	213
40 - 99	F	72	33	180 - 270	210	215	32	19	182 - 266	225	224	22	12	180 - 270	210	215
100 - 399	F	174	50	180 - 270	226	225	101	27	180 - 270	229	228	65	20	180 - 255	232	224
400 +	F	191	21	180 - 270	225	224	49	5	211 - 270	245	246	138	15	180 - 265	219	216
TYPE OF FIRM REPORTING																
Manufacturing	F	26	19	180 - 263	225	223	6	6	200 - 263	221	224	13	10	190 - 260	236	225
Oil Firms	F	153	34	190 - 270	240	238	116	24	195 - 270	242	239	37	10	190 - 270	235	234
Public Service	F	157	17	180 - 262	219	217	8	3	210 - 255	255	247	128	11	180 - 262	220	217
Wholesale Firms	F	27	22	180 - 266	220	219	11	10	180 - 266	225	223	16	12	180 - 250	218	216
Automotive Firms	F	6	6	180 - 250	200	205	-	-	-	-	-	3	3	200 - 250	215	222
Financial Firms	F	39	19	182 - 250	204	206	21	8	182 - 250	204	204	13	7	191 - 250	210	211
Retail Firms	F	28	12	180 - 235	208	207	20	7	180 - 235	210	208	8	5	190 - 217	200	202
Institutions	F	42	7	180 - 262	213	212	11	3	180 - 262	249	239	28	3	180 - 220	205	203
Construction	F	8	8	180 - 250	209	214	3	3	200 - 250	235	228	4	4	195 - 235	209	212
Summary	F	488	146	180 - 270	220	222	199	67	180 - 270	235	231	251	66	180 - 270	220	218

Definition of Duties: SENIOR CLERK TYPIST: Requires the ability to type complex material at a high rate of speed and with accuracy. Performs difficult clerical work of a varied nature. Types from very rough drafts, may search for source material and compile reports. Frequently supervises junior typists and/or clerical workers.

Definition of Duties: JUNIOR STENOGRAPHER (Beginning Level): Takes and transcribes from shorthand notes or from dictating machine, routine dictation involving generally used business terms and expressions. Must have general knowledge of company routines and set-ups. May type requisitions, orders, schedules and cheques. May work in stenographic pool under direct supervision.

MONTHLY SALARY AND WAGE RATES

9

	ALBERTA										CALGARY										EDMONTON									
Size of firm (based on Total Employees)	M - Male F - Female		No. Employed No. of Firms		Range		Median Rate Weighted Average		No. Employed No. of Firms		Range		Median Rate Weighted Average		No. Employed No. of Firms		Range		Median Rate Weighted Average											
and																														
Type of Firm Reporting																														
SIZE OF FIRM	SENIOR STENOGRAPHER																													
1 - 39	F	115	69	230	-	320	260	266	60	25	230	-	315	266	271	46	36	230	-	320	251	260								
40 - 99	F	94	39	230	-	312	267	265	63	22	230	-	312	270	269	22	15	230	-	300	258	260								
100 - 399	F	295	58	230	-	320	270	270	137	29	230	-	320	275	273	153	25	230	-	317	270	268								
400 +	F	303	25	230	-	320	275	270	112	9	238	-	320	285	286	189	15	230	-	315	255	261								
TYPE OF FIRM REPORTING																														
Manufacturing	F	49	28	230	-	320	260	263	13	6	230	-	320	260	265	25	15	235	-	320	265	265								
Oil Firms	F	247	41	230	-	320	280	279	212	31	230	-	320	280	280	35	10	230	-	317	275	273								
Public Service	F	226	19	230	-	315	261	265	32	6	247	-	308	290	281	189	13	230	-	315	260	263								
Department Store	F	9	4	238	-	310	251	263	-	-	-	-	-	-	-	-	-	-	-	-	-									
Wholesale Firms	F	41	33	230	-	310	260	264	17	13	230	-	305	270	263	22	18	232	-	310	255	264								
Automotive Firms	F	3	3	260	-	290	285	278	-	-	-	-	-	-	-	-	-	-	-	-	-									
Financial Firms	F	74	26	230	-	315	260	265	48	11	230	-	315	267	271	21	10	230	-	300	251	253								
Retail Firms	F	40	15	230	-	307	273	270	21	6	230	-	300	275	271	19	9	230	-	307	265	269								
Institutions	F	94	7	230	-	315	260	264	15	4	230	-	287	270	264	79	3	230	-	315	260	263								
Construction	F	24	15	230	-	300	263	265	9	5	250	-	300	275	278	13	9	230	-	300	260	259								
Summary	F	807	191	230	-	320	270	269	372	85	230	-	320	276	276	410	91	230	-	320	260	264								
SIZE OF FIRM	SECRETARY-STENOGRAPHER																													
1 - 39	F	75	62	250	-	366	285	294	34	27	260	-	365	311	309	37	31	250	-	366	275	284								
40 - 99	F	73	42	250	-	365	300	305	50	24	250	-	365	300	305	21	16	275	-	350	305	310								
100 - 399	F	176	48	250	-	370	320	315	91	24	255	-	370	320	317	79	19	260	-	370	322	315								
400 +	F	147	22	250	-	370	310	311	87	10	255	-	370	318	317	60	12	250	-	358	300	304								
TYPE OF FIRM REPORTING																														
Manufacturing	F	28	19	255	-	350	288	291	11	6	290	-	340	300	308	18	9	255	-	350	281	285								
Oil Firms	F	205	43	250	-	370	322	318	182	35	250	-	370	322	318	23	8	250	-	370	333	317								
Public Service	F	101	21	250	-	365	330	316	16	6	270	-	365	323	319	83	13	270	-	338	330	317								
Department Store	F	7	3	260	-	346	303	304	-	-	-	-	-	-	-	-	-	-	-	-	-									
Wholesale Firms	F	24	21	250	-	361	288	294	10	8	265	-	361	293	299	14	13	250	-	357	288	290								
Automotive Firms	F	4	4	275	-	305	280	285	-	-	-	-	-	-	-	-	-	-	-	-	-									
Financial Firms	F	20	13	250	-	366	292	297	6	4	265	-	333	300	302	13	8	250	-	366	290	296								
Retail Firms	F	28	19	250	-	370	296	298	17	11	250	-	370	307	304	9	6	250	-	340	290	294								
Institutions	F	23	10	250	-	345	290	292	7	4	260	-	315	270	282	15	5	250	-	345	300	298								
Construction	F	31	21	250	-	350	300	295	12	7	275	-	350	300	307	18	13	250	-	350	275	288								
Summary	F	471	174	250	-	370	310	309	262	85	250	-	370	315	314	197	78	250	-	370	301	305								

Definition of Duties: SENIOR STENOGRAPHER: Records and transcribes dictation of more than average difficulty by use of shorthand and/or transcribing machines. Requires knowledge of proper letter forms and complicated set-ups. Must be familiar with company organization and routines. May perform related clerical duties. Works under general supervision but must use judgment. May work in a stenographic pool.

Definition of Duties: SECRETARY-STENOGRAPHER: Performs secretarial duties for one or more supervisors. Takes dictation by shorthand and/or transcribing machine. May be required to be versed in the technical language of a particular business. Relieves supervisors served, of minor office details and duties such as arranging appointments, replying to routine correspondence, interviewing callers, answering telephone queries, transmitting instructions, etc.

MONTHLY SALARY AND WAGE RATES

	ALBERTA						CALGARY						EDMONTON										
Size of firm (based on Total Employees)	M - Male F - Female		No. Employed No. of Firms		Range		Median Rate Weighted Average		No. Employed No. of Firms		Range		Median Rate Weighted Average		No. Employed No. of Firms		Range		Median Rate Weighted Average				
Type of Firm Reporting																							
					\$	\$	\$				\$	\$	\$				\$	\$	\$				
	PRIVATE SECRETARY																						
SIZE OF FIRM																							
1 - 39	F	41	31		275	-	450	350	343	29	21	275	-	450	350	356	12	10	275	-	362	306	313
40 - 99	F	32	17		281	-	400	350	354	27	13	281	-	395	359	356	5	4	294	-	400	329	343
100 - 399	F	87	34		275	-	452	363	364	65	19	275	-	452	375	373	19	12	275	-	395	335	344
400+	F	65	20		290	-	440	370	364	37	8	314	-	440	380	378	25	12	290	-	433	350	349
TYPE OF FIRM REPORTING																							
Manufacturing	F	27	13		283	-	433	325	331	5	3	350	-	375	350	356	18	9	290	-	433	325	328
Oil Firms	F	124	41		285	-	452	380	378	116	35	285	-	452	380	379	8	6	300	-	400	368	363
Public Service	F	23	13		291	-	395	375	364	7	3	325	-	392	365	357	14	8	330	-	395	375	375
Department Store	F	4	3		325	-	370	352	350	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale Firms	F	6	6		285	-	350	303	311	5	5	285	-	358	305	314	-	-	-	-	-	-	
Financial Firms	F	10	9		275	-	400	314	326	4	3	281	-	400	351	346	6	6	275	-	362	307	313
Retail Firms	F	5	4		285	-	440	367	375	4	3	285	-	440	396	379	-	-	-	-	-	-	
Institutions	F	9	6		275	-	374	315	327	5	3	275	-	374	314	318	-	-	-	-	-	-	
Construction	F	17	8		275	-	350	320	310	10	5	275	-	350	320	318	7	3	275	-	329	300	300
Summary	F	225	102		275	-	452	360	359	158	61	275	-	452	372	368	61	38	275	-	433	330	340
SIZE OF FIRM	TELEPHONE OPERATOR																						
1 - 39	F	70	69		175	-	281	225	225	34	33	190	-	280	240	234	32	32	175	-	281	225	221
40 - 99	F	78	69		180	-	281	220	222	48	40	180	-	281	223	221	27	26	186	-	275	220	224
100 - 399	F	106	72		175	-	281	228	226	45	29	175	-	280	235	231	47	32	186	-	281	225	230
400 +	F	84	23		184	-	282	243	238	42	9	185	-	282	246	243	41	13	185	-	281	240	235
TYPE OF FIRM REPORTING																							
Manufacturing	F	45	42		184	-	280	225	227	15	14	185	-	275	240	234	23	21	185	-	280	225	229
Oil Firms	F	63	48		196	-	281	247	245	46	34	196	-	281	248	246	17	14	210	-	275	240	242
Public Service	F	27	9		194	-	255	240	236	13	4	195	-	255	245	236	12	3	208	-	255	246	240
Department Store	F	18	9		182	-	282	235	233	-	-	-	-	-	-	-	9	4	195	-	281	242	240
Wholesale Firms	F	39	35		175	-	281	225	224	17	16	195	-	280	227	224	20	17	190	-	281	224	228
Automotive Firms	F	10	10		175	-	255	195	204	4	4	180	-	190	183	184	5	5	200	-	255	225	225
Financial Firms	F	20	19		183	-	250	225	222	10	9	186	-	250	222	222	10	10	183	-	250	226	222
Retail Firms	F	52	28		177	-	280	217	217	29	14	177	-	280	225	219	22	13	185	-	275	213	217
Institutions	F	41	11		175	-	262	230	225	20	5	175	-	262	230	230	15	3	190	-	255	245	232
Construction	F	23	22		175	-	270	217	221	9	9	190	-	270	240	230	14	13	175	-	260	214	215
Summary	F	338	233		175	-	282	229	228	169	111	175	-	282	235	232	147	103	175	-	281	225	228

Definition of Duties: PRIVATE SECRETARY: Fully qualified stenographer to senior executive. Performs work of a confidential and technical nature. Takes dictation by shorthand and/or transcribing machine. Schedules appointments and handles telephone calls. Must have thorough knowledge required of routines, personnel, functions and policies, in order to relieve executive of minor duties.

Definition of Duties: TELEPHONE OPERATOR: Operates a private branch telephone switchboard handling incoming, outgoing and internal calls. Gives routine information to the public, keeps records of long distance calls, may act as receptionist and may perform simple clerical and typing tasks.

	ALBERTA								CALGARY				EDMONTON							
Size of firm (based on Total Employees)																				
and																				
Type of Firm Reporting	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	
				\$	\$	\$			\$	\$	\$			\$	\$	\$				
SIZE OF FIRM	CALCULATING MACHINE OR COMPTOMETER OPERATOR																			
1 - 39	F	16	10	200 - 293	225	236	9	5	200 - 286	225	234	4	3	200 - 293	245	246				
40 - 99	F	38	19	200 - 293	230	237	18	12	200 - 293	250	248	20	7	200 - 292	218	227				
100 - 399	M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
100 - 399	F	78	20	200 - 295	237	239	50	10	200 - 295	239	237	27	9	200 - 293	237	242				
400 +	M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
400 +	F	127	13	206 - 295	255	254	51	4	207 - 295	260	257	75	8	206 - 295	255	252				
TYPE OF FIRM REPORTING																				
Manufacturing	F	28	12	206 - 293	229	239	6	3	225 - 263	238	241	20	7	206 - 293	229	240				
Oil Firms	F	73	16	205 - 295	250	252	54	14	205 - 295	250	248	-	-	-	-	-				
Public Service	F	17	4	229 - 290	250	253	-	-	-	-	-	16	3	229 - 290	250	252				
Department Store	F	55	6	208 - 289	260	258	-	-	-	-	-	34	4	208 - 289	260	257				
Wholesale Firms	M	5	3	198 - 270	220	225	-	-	-	-	-	-	-	-	-	-				
Wholesale Firms	F	36	14	200 - 293	237	242	18	7	200 - 293	238	244	17	6	200 - 293	235	239				
Financial Firms	F	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Retail Firms	F	31	3	200 - 295	237	231	-	-	-	-	-	-	-	-	-	-				
Construction	F	4	4	225 - 292	258	258	-	-	-	-	-	-	-	-	-	-				
Summary	M	15	6	198 - 285	270	253	11	4	200 - 285	270	268	-	-	-	-	-				
Summary	F	259	62	200 - 295	249	246	128	31	200 - 295	250	247	126	27	200 - 295	244	246				
SIZE OF FIRM	BOOKKEEPING MACHINE OPERATOR																			
1 - 39	M	8	8	217 - 409	253	271	4	4	217 - 280	245	247	3	3	235 - 409	240	295				
1 - 39	F	67	52	184 - 290	212	222	23	17	184 - 290	240	238	19	18	190 - 275	220	226				
40 - 99	M	3	3	247 - 320	290	286	-	-	-	-	-	-	-	-	-	-				
40 - 99	F	60	34	185 - 286	226	230	33	17	185 - 286	240	237	22	12	192 - 286	218	320				
100 - 399	M	9	5	220 - 315	265	263	-	-	-	-	-	5	3	220 - 310	248	252				
100 - 399	F	126	43	190 - 292	216	230	74	16	190 - 291	210	226	42	19	190 - 292	230	234				
400 +	F	36	15	208 - 294	260	258	-	-	-	-	-	27	11	225 - 294	260	258				

Definition of Duties: **CALCULATING MACHINE OR COMPTOMETER OPERATOR:** Operates comptometer or calculating machines in checking extensions and additions on invoices, statements, etc., and in computing taxes, discounts, payrolls, interest, etc. Emphasis on machine operation, but work may involve minor clerical duties as well.

Definition of Duties: **BOOKKEEPING MACHINE OPERATOR:** Prepares and maintains ledger cards by making machine posting of debits, credits and balances, using standard bookkeeping machine having both alphabetic and numeric keyboards with calculating and cumulative attachments. Works under supervision but duties require some knowledge of the organization's accounting procedures and policies, and a background of bookkeeping principles. Maintains files of related source documents. Does not include supervisory positions.

MONTHLY SALARY AND WAGE RATES

	ALBERTA								CALGARY				EDMONTON										
Size of firm (based on Total Employees)																							
and	M - Male	F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average			
Type of Firm Reporting																							
					\$	\$	\$	\$			\$	\$	\$	\$			\$	\$	\$	\$			
TYPE OF FIRM REPORTING	Bookkeeping Machine Operator (Continued)																						
	Manufacturing	M	6	4	238	-	320	267	273	-	-	-	-	-	-	-	-	-	-	-			
	Manufacturing	F	44	24	190	-	294	250	249	15	7	190	-	294	251	251	20	11	200	-	294	250	249
	Oil Firms	F	22	14	200	-	292	275	266	18	11	200	-	291	275	268	4	3	235	-	292	248	256
	Public Service	F	11	4	190	-	270	240	242	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Department Store	F	15	8	190	-	280	225	227	-	-	-	-	-	-	-	12	5	195	-	280	234	234
	Wholesale Firms	F	40	30	189	-	281	226	229	17	12	200	-	277	240	241	17	12	190	-	281	220	223
	Automotive Firms	F	21	15	190	-	275	210	223	9	6	190	-	265	225	226	9	6	190	-	275	220	228
	Financial Firms	M	4	4	217	-	409	230	272	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Financial Firms	F	85	14	185	-	290	210	211	55	4	185	-	290	210	212	17	5	192	-	250	214	215
	Retail Firms	M	4	4	247	-	310	273	276	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Retail Firms	F	29	20	184	-	286	225	228	16	9	184	-	285	225	232	9	7	185	-	286	217	226
	Institutions	F	8	6	240	-	290	265	265	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Construction	F	14	9	235	-	270	250	250	-	-	-	-	-	-	-	10	7	235	-	270	250	251
	Summary	M	24	18	217	-	409	265	272	9	7	217	-	378	268	275	11	8	220	-	409	240	262
Summary	F	289	144	184	-	294	225	231	135	52	184	-	294	220	232	110	60	190	-	294	234	236	
SIZE OF FIRM	KEY PUNCH OPERATOR																						
	1 - 39	F	5	4	225	-	304	275	272	-	-	-	-	-	-	-	-	-	-	-	-		
	40 - 99	F	8	5	230	-	315	277	273	-	-	-	-	-	-	-	6	3	230	-	305	277	274
	100 - 399	F	29	13	220	-	312	250	261	24	11	235	-	312	255	266	-	-	-	-	-	-	
	400 +	F	105	9	218	-	313	259	264	44	3	218	-	313	272	270	61	6	219	-	310	250	259
TYPE OF FIRM REPORTING	Oil Firms	F	67	15	218	-	313	286	277	45	12	218	-	313	275	269	22	3	225	-	310	295	292
	Public Service	F	54	4	219	-	298	247	251	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Wholesale Firms	F	10	6	223	-	315	265	264	-	-	-	-	-	-	-	8	4	223	-	305	265	262
	Summary	F	147	31	218	-	315	259	264	71	17	218	-	315	270	269	75	13	219	-	310	250	259
	SIZE OF FIRM	TABULATING MACHINE OPERATOR																					
1 - 39		F	3	3	179	-	260	179	206	-	-	-	-	-	-	-	-	-	-	-	-		
40 - 99		M	8	6	278	-	426	328	343	-	-	-	-	-	-	-	5	4	278	-	385	320	325
100 - 399		M	13	8	250	-	424	325	329	11	7	250	-	424	340	340	-	-	-	-	-	-	
400 +		M	41	9	260	-	423	356	350	26	5	285	-	423	355	345	15	4	260	-	410	359	358

Definition of Duties: KEY PUNCH OPERATOR: Transfers information from source documents onto a system of punch card records by means of a key punch machine. The prime responsibility is for rapid and accurate operation. Operates a verifier. Does not include supervisory positions.

Definition of Duties: TABULATING MACHINE OPERATOR: Operates such machines as sorter, collector, tabulator, interpreter, and reproducing mark sensing punch either to prepare data for computer processing or to carry out complete card operations. Wires simple plug boards and makes minor adjustments to the equipment. This is a junior position requiring training but not experience.

MONTHLY SALARY AND WAGE RATES

13

	ALBERTA								CALGARY						EDMONTON										
Size of firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate		Weighted Average		No. Employed	No. of Firms	Range		Median Rate		Weighted Average		No. Employed	No. of Firms	Range		Median Rate		Weighted Average	
and Type of Firm Reporting																									
				\$		\$	\$					\$		\$	\$					\$		\$	\$		
TYPE OF FIRM REPORTING	Tabulating Machine Operator (Continued)																								
	Oil Firms	M	36	12	250	-	424	354	349	27	10	250	424	330	342	-		-	-	-	-	-	-		
	Wholesale Firms	M	9	7	250	-	426	315	326	4	3	303	426	348	356	5	4	250	-	385	285	303			
	Financial Firms	F	16	3	175	-	229	184	190	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Summary	M	63	24	250	-	426	353	344	41	15	250	426	353	345	22	9	250	-	410	353	342			
Summary	F	20	7	175	-	364	191	214	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
SIZE OF FIRM	TABULATING MACHINE SUPERVISOR																								
100 - 399	M	6	6	375	-	555	464	463	6	6	375	555	464	463	-	-	-	-	-	-	-	-			
400 +	M	8	8	415	-	575	438	477	3	3	421	543	441	472	5	5	415	-	575	435	479				
TYPE OF FIRM REPORTING																									
Oil Firms	M	8	8	375	-	575	478	466	7	7	375	555	478	473	-	-	-	-	-	-	-	-			
Summary	M	16	16	370	-	575	441	459	9	9	375	555	450	466	7	7	370	-	575	431	451				
SIZE OF FIRM	OFFICE EQUIPMENT MECHANICS																								
1 - 39	M	20	3	301	-	519	413	417	-	-	-	-	-	-	20	3	301	-	519	413	417				
TYPE OF FIRM REPORTING																									
Retail Firms	M	34	4	301	-	519	400	408	-	-	-	-	-	-	34	4	301	-	519	400	408				
Summary	M	34	4	301	-	519	400	408	-	-	-	-	-	-	34	4	301	-	519	400	408				
SIZE OF FIRM	BILLING MACHINE OPERATOR																								
1 - 39	F	9	9	180	-	275	200	215	-	-	-	-	-	-	5	5	180	-	275	200	216				
40 - 99	F	11	9	185	-	275	230	232	4	3	230	275	255	254	4	4	185	-	230	203	205				
100 - 399	F	17	11	180	-	275	235	233	11	6	180	275	250	238	-	-	-	-	-	-	-				
400 +	F	30	6	200	-	286	243	245	-	-	-	-	-	-	15	4	200	-	265	240	240				
TYPE OF FIRM REPORTING																									
Manufacturing	F	9	7	180	-	275	230	228	5	4	180	275	250	239	-	-	-	-	-	-	-				
Public Service	F	5	3	200	-	260	221	226	-	-	-	-	-	-	-	-	-	-	-	-	-				
Department Store	F	22	4	209	-	286	242	247	-	-	-	-	-	-	-	-	-	-	-	-	-				
Wholesale Firms	F	9	6	185	-	270	210	222	-	-	-	-	-	-	4	4	185	-	235	200	205				
Automotive Firms	F	3	3	200	-	250	230	227	-	-	-	-	-	-	-	-	-	-	-	-	-				
Retail Firms	M	5	3	270	-	322	309	299	-	-	-	-	-	-	-	-	-	-	-	-	-				
Retail Firms	F	8	8	180	-	275	217	222	-	-	-	-	-	-	4	4	180	-	275	198	213				
Summary	M	8	5	225	-	322	270	279	6	3	250	322	270	283	-	-	-	-	-	-	-				
Summary	F	67	35	180	-	286	239	236	31	12	180	286	245	246	25	14	180	-	275	230	229				

Definition of Duties: **TABULATING MACHINE SUPERVISOR:** Supervises a group of employees operating tabulating machines and auxiliary equipment either to prepare data for computer processing or to carry out complete card operations. Schedules work so as to complete assignments with a minimum number of machine operations. Wires complex tabulating machine plug boards and trains new employees.

Definition of Duties: **OFFICE EQUIPMENT MECHANICS:** Performs skilled work in the maintenance and repair of typewriters, adding machines, comptometers, calculators, cheque protectors, and other office equipment. May assist in the training of typewriter servicemen, but personally performs the major repair work assignments.

Definition of Duties: **BILLING MACHINE OPERATOR:** Prepares invoices or monthly bills from accounting records prepared by others, checking accuracy and completeness of billing data in course of work. Operates electrically-powered or manual type machine. Sorts copies of prepared bills for appropriate distribution. Majority of time is spent in typing bills.

	ALBERTA								CALGARY				EDMONTON			
Size of firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and Type of Firm Reporting																
				\$	\$	\$			\$	\$	\$			\$	\$	\$
SIZE OF FIRM	PERSONNEL OFFICER OR TECHNICIAN															
1 - 39	M	3	3	455 - 650	625	577	-	-	-	-	-	-	-	-	-	-
100 - 399	M	17	12	400 - 660	566	536	10	7	460 - 660	591	585	7	5	400 - 600	430	467
100 - 399	F	4	4	316 - 394	327	341	-	-	-	-	-	-	-	-	-	-
400 +	M	29	16	400 - 699	515	521	13	6	400 - 699	461	499	14	9	403 - 650	520	540
TYPE OF FIRM REPORTING																
Manufacturing	M	12	7	400 - 619	513	517	-	-	-	-	-	9	5	400 - 619	515	525
Oil Firms	M	16	11	466 - 699	607	606	12	7	466 - 699	604	600	4	4	600 - 650	624	625
Public Service	M	14	7	400 - 595	446	461	-	-	-	-	-	8	5	406 - 595	430	464
Department Store	F	6	3	260 - 394	299	303	-	-	-	-	-	-	-	-	-	-
Institutions	M	3	3	400 - 515	418	444	-	-	-	-	-	-	-	-	-	-
Summary	M	51	33	400 - 699	520	522	23	13	400 - 699	551	536	24	17	400 - 650	518	525
Summary	F	6	5	260 - 394	317	311	6	3	260 - 335	299	296	-	-	-	-	-
SIZE OF FIRM	ECONOMIST-STATISTICIAN															
100 - 399	M	7	5	416 - 700	500	535	6	4	416 - 700	484	524	-	-	-	-	-
TYPE OF FIRM REPORTING																
Oil Firms	M	11	6	416 - 700	549	535	9	4	416 - 700	549	531	-	-	-	-	-
Summary	M	12	7	416 - 700	550	540	10	5	416 - 700	550	538	-	-	-	-	-
SIZE OF FIRM	ACCOUNTANT															
1 - 39	M	27	26	400 - 680	500	525	8	8	433 - 680	593	554	16	15	400 - 665	503	519
40 - 99	M	21	18	400 - 685	535	539	14	11	450 - 685	533	546	5	5	498 - 585	550	549
100 - 399	M	75	23	400 - 690	515	516	56	13	400 - 690	525	522	17	8	408 - 690	490	504
400 +	M	50	8	406 - 675	535	536	-	-	-	-	-	17	6	425 - 628	535	529
TYPE OF FIRM REPORTING																
Manufacturing	M	22	14	425 - 628	478	494	8	4	440 - 530	463	468	10	7	425 - 628	488	494
Oil Firms	M	96	27	400 - 690	534	539	88	20	406 - 690	534	541	8	7	400 - 690	482	514
Public Service	M	15	5	440 - 570	535	515	-	-	-	-	-	13	3	440 - 570	535	522
Wholesale Firms	M	6	6	460 - 630	532	535	-	-	-	-	-	4	4	470 - 630	532	541
Automotive Firms	M	7	7	400 - 607	550	522	4	4	420 - 607	600	557	-	-	-	-	-
Financial Firms	M	5	3	408 - 665	471	496	-	-	-	-	-	-	-	-	-	-
Retail Firms	M	12	8	400 - 600	499	496	-	-	-	-	-	6	6	498 - 600	553	548
Construction	M	9	5	460 - 650	525	530	-	-	-	-	-	8	4	460 - 650	525	536
Summary	M	173	75	400 - 690	525	526	109	33	400 - 690	525	530	55	34	400 - 690	525	523

Definition of Duties: PERSONNEL OFFICER OR TECHNICIAN: Performs responsible technical personnel work in such fields as recruitment and selection, job classification and salary administration, organization and method studies, and employee training. Prepares and rates tests, conducts selection interviews, conducts job audits and writes job descriptions, gathers and analyzes pay data, charts and analyzes business methods. Position requires university graduate in related field with one or two years' experience in personnel administration. In large companies would report to the Personnel Manager.

Definition of Duties: ECONOMIST-STATISTICIAN: Performs beginning level professional work in economics and/or statistics. Organizes surveys, designs forms and procedures, reviews raw material, collects, interprets, and analyzes economic, financial, and social data, presents reports and recommendations. Gives advice and assistance in the analysis of costs, profits, and similar statistics. Supervises clerical staff and gives direction to key punch and tabulating machine operators where necessary.

Definition of Duties: ACCOUNTANT: Duties include preparation of financial statements and balance sheets, setting up new accounts and ledgers, preparing budgets, signing cheques, requisitions, and other vouchers. Supervises a group of clerical workers operating the accounting system. Little experience is necessary provided that the incumbent possesses a commerce degree, or membership in a recognized accounting society.

MONTHLY SALARY AND WAGE RATES

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Size of firm (based on Total Employees) and Type of Firm Reporting	ALBERTA								CALGARY				EDMONTON			
	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
SIZE OF FIRM				\$	\$	\$			\$	\$	\$			\$	\$	\$
CHIEF ACCOUNTANT																
1 - 39	M	18	17	485 - 850	628	652	13	12	546 - 850	700	675	5	5	485 - 723	600	592
40 - 99	M	12	11	500 - 880	607	659	8	7	500 - 880	688	699	3	3	550 - 600	600	583
100 - 399	M	30	21	515 - 850	668	663	20	11	550 - 850	672	680	9	9	515 - 805	675	638
400 +	M	12	8	513 - 875	610	652	-	-	- -	-	-	9	5	513 - 875	575	628
TYPE OF FIRM REPORTING																
Manufacturing	M	14	10	515 - 875	570	606	-	-	- -	-	-	10	6	515 - 875	563	609
Oil Firms	M	36	25	485 - 880	708	697	31	20	546 - 880	705	699	5	5	485 - 833	723	689
Public Service	M	4	4	513 - 700	685	648	-	-	- -	-	-	3	3	513 - 685	685	628
Retail Firms	M	4	4	600 - 800	603	652	3	3	600 - 800	606	669	-	-	- -	-	-
Construction	M	9	9	515 - 800	600	618	4	4	550 - 800	625	650	5	5	515 - 700	600	593
Summary	M	72	57	485 - 880	650	658	43	32	500 - 880	700	686	26	22	485 - 875	600	619
SIZE OF FIRM																
NON-PROFESSIONAL ACCOUNTANT-OFFICE SUPERVISOR																
1 - 39	M	59	59	390 - 650	475	488	26	26	390 - 650	505	511	22	22	400 - 580	470	477
1 - 39	F	16	16	280 - 450	362	356	7	7	350 - 450	375	384	6	6	280 - 390	319	324
40 - 99	M	28	18	440 - 635	513	528	17	9	460 - 635	550	547	6	6	450 - 550	504	500
100 - 399	M	95	35	394 - 650	505	513	54	15	420 - 650	533	531	36	15	394 - 620	455	486
400 +	M	91	13	410 - 650	524	522	65	5	439 - 645	545	545	25	7	410 - 650	455	465
400 +	F	5	4	325 - 415	350	360	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	34	27	390 - 650	465	482	9	8	390 - 613	500	487	15	11	400 - 650	460	490
Oil Firms	M	128	23	420 - 650	545	546	118	19	420 - 650	545	547	10	4	450 - 620	542	537
Public Service	M	39	9	415 - 600	455	476	-	-	- -	-	-	31	5	415 - 555	455	463
Wholesale Firms	M	24	22	394 - 630	475	488	9	9	425 - 630	525	518	12	10	394 - 575	463	467
Wholesale Firms	F	3	3	338 - 450	375	388	-	-	- -	-	-	-	-	- -	-	-
Automotive Firms	M	9	9	400 - 635	500	501	-	-	- -	-	-	3	3	450 - 550	500	500
Financial Firms	M	7	7	400 - 475	454	438	4	4	400 - 475	435	436	-	-	- -	-	-
Retail Firms	M	9	8	420 - 625	476	503	5	4	460 - 625	550	547	4	4	420 - 476	448	448
Retail Firms	F	5	5	280 - 450	365	353	-	-	- -	-	-	3	3	280 - 450	300	343
Institutions	M	6	6	425 - 520	500	484	-	-	- -	-	-	3	3	500 - 520	520	513
Construction	M	17	14	400 - 575	498	484	8	6	400 - 550	500	494	9	8	400 - 575	465	475
Summary	M	273	125	390 - 650	505	512	162	55	390 - 650	540	535	89	50	394 - 650	455	479
Summary	F	24	23	280 - 450	359	358	11	10	325 - 450	368	371	10	10	280 - 450	344	346

Definition of Duties: CHIEF ACCOUNTANT: Directs an advanced and extensive accounting programme that requires solution of difficult accounting problems. Consults with other senior officials and plans the accounting procedures necessary to achieve objectives. Supervises an accounting division which consists of professional and clerical subordinates. Extensive experience and professional accounting qualifications are required.

Definition of Duties: NON-PROFESSIONAL ACCOUNTANT-OFFICE SUPERVISOR: Prepares balance sheets and financial statements. Sets up new accounts and ledgers, prepares budgets, supervises a group of clerical workers engaged in accounting and bookkeeping duties. Incumbent does not possess a recognized accounting qualification but due to experience is able to perform duties closely related to those of a professional accountant.

MONTHLY SALARY AND WAGE RATES

1

Rate of Pay, based on Years Experience	ASSISTANT				PURCHASER				PURCHASING			
	1	2	3	4	1	2	3	4	1	2	3	4
	1	2	3	4	1	2	3	4	1	2	3	4
PURCHASING DIRECTOR												
1 - 10	10	10	10	10	10	10	10	10	10	10	10	10
11 - 20	11	11	11	11	11	11	11	11	11	11	11	11
21 - 30	12	12	12	12	12	12	12	12	12	12	12	12
31 - 40	13	13	13	13	13	13	13	13	13	13	13	13
41 - 50	14	14	14	14	14	14	14	14	14	14	14	14
PURCHASING EQUIPMENT OPERATOR												
1 - 10	10	10	10	10	10	10	10	10	10	10	10	10
11 - 20	11	11	11	11	11	11	11	11	11	11	11	11
21 - 30	12	12	12	12	12	12	12	12	12	12	12	12
31 - 40	13	13	13	13	13	13	13	13	13	13	13	13
41 - 50	14	14	14	14	14	14	14	14	14	14	14	14
PURCHASING EQUIPMENT OPERATOR												
1 - 10	10	10	10	10	10	10	10	10	10	10	10	10
11 - 20	11	11	11	11	11	11	11	11	11	11	11	11
21 - 30	12	12	12	12	12	12	12	12	12	12	12	12
31 - 40	13	13	13	13	13	13	13	13	13	13	13	13
41 - 50	14	14	14	14	14	14	14	14	14	14	14	14
PURCHASING EQUIPMENT OPERATOR												
1 - 10	10	10	10	10	10	10	10	10	10	10	10	10
11 - 20	11	11	11	11	11	11	11	11	11	11	11	11
21 - 30	12	12	12	12	12	12	12	12	12	12	12	12
31 - 40	13	13	13	13	13	13	13	13	13	13	13	13
41 - 50	14	14	14	14	14	14	14	14	14	14	14	14
PURCHASING EQUIPMENT OPERATOR												
1 - 10	10	10	10	10	10	10	10	10	10	10	10	10
11 - 20	11	11	11	11	11	11	11	11	11	11	11	11
21 - 30	12	12	12	12	12	12	12	12	12	12	12	12
31 - 40	13	13	13	13	13	13	13	13	13	13	13	13
41 - 50	14	14	14	14	14	14	14	14	14	14	14	14

Definition of Terms: PURCHASING DIRECTOR: Supervises a large staff of subordinate buyers in directing a programme of large scale purchasing. Allocates and reviews the work of subordinates, establishes work methods and procedures and maintains liaison with the departments served. Works subject to limited direction from a senior executive.

Definition of Duties: PURCHASING DIRECTOR: Supervises a large staff of subordinate buyers in directing a programme of large scale purchasing. Allocates and reviews the work of subordinates, establishes work methods and procedures and maintains liaison with the departments served. Works subject to limited direction from a senior executive.

Definition of Duties: PURCHASING EQUIPMENT OPERATOR: Operates various types of stencil, electrocopy, ozalid, photostat, blue-print and multilith equipment used in the reproduction of forms, maps, letters, manuals, memoranda, and other manuscript materials. Work is performed under close supervision.

MONTHLY SALARY AND WAGE RATES

	ALBERTA						CALGARY						EDMONTON									
Size of firm (based on Total Employees)																						
and																						
Type of Firm Reporting	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average			
					\$	\$	\$				\$	\$	\$	\$			\$	\$	\$			
SIZE OF FIRM	PHOTOPRINTER																					
1 - 39	M	5	4	312	-	541	424	436	-	-	-	-	-	-	-	-	-	-	-			
TYPE OF FIRM REPORTING																						
Manufacturing	M	5	4	312	-	541	424	436		-	-	-	-	-	-	-	-	-	-			
Summary	M	5	4	312	-	541	424	436	-	-	-	-	-	-	-	-	-	-	-			
SIZE OF FIRM	PAPER CUTTER																					
1 - 39	M	8	7	291	-	446	424	411	3	3	291	-	416	416	374	5	4	424	-	446	424	433
TYPE OF FIRM REPORTING																						
Manufacturing	M	12	9	291	-	446	424	415	3	3	291	-	416	416	374	9	6	424	-	446	424	429
Summary	M	12	9	291	-	446	424	415	3	3	291	-	416	416	374	9	6	424	-	446	424	429
SIZE OF FIRM	BINDERY CLERK																					
1 - 39	F	22	6	217	-	289	264	261	11	3	217	-	289	260	256	10	3	260	-	284	267	268
TYPE OF FIRM REPORTING																						
Manufacturing	M	7	3	251	-	424	360	347	-	-	-	-	-	-	-	-	-	-	-	-	-	
Manufacturing	F	37	8	195	-	289	267	251	11	3	217	-	289	260	256	22	4	196	-	284	267	257
Summary	M	7	3	251	-	424	360	347	-	-	-	-	-	-	-	-	-	-	-	-	-	
Summary	F	40	9	195	-	289	260	249	11	3	217	-	289	260	256	25	5	196	-	284	267	252
SIZE OF FIRM	ENGINEER-IN-TRAINING																					
1 - 39	M	12	10	400	-	510	437	451	4	3	415	-	502	435	447	7	6	400	-	500	425	444
40 - 99	M	13	4	400	-	525	410	421	-	-	-	-	-	-	-	-	-	-	-	-	-	
100 - 399	M	39	15	400	-	548	470	474	16	4	400	-	548	495	497	19	8	425	-	504	468	461
400 +	M	41	10	412	-	543	450	465	34	7	412	-	543	450	466	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																						
Manufacturing	M	11	7	425	-	510	450	458	-	-	-	-	-	-	-	5	3	425	-	460	450	446
Oil Firms	M	55	15	433	-	548	480	479	43	8	447	-	548	489	482	12	7	433	-	504	471	470
Public Service	M	15	5	400	-	475	460	452	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Construction	M	24	12	400	-	525	420	428	9	5	400	-	525	420	437	15	7	400	-	500	420	423
Summary	M	105	39	400	-	548	455	461	58	15	400	-	548	460	471	39	18	400	-	504	450	447

Definition of Duties: **PHOTOPRINTER:** Performs routine processing of exposed film and produces contact, enlarged or reduced prints. Prepares solutions, sorts, trims, mounts, and files negatives and prints. Performs minor repairs on printers, dryers, and developing equipment. Closely supervised on other than routine tasks.

Definition of Duties: **PAPER CUTTER:** Maintains a paper cutting machine and cuts large quantities of various types and sizes of paper, in accordance with detailed written work orders.

Definition of Duties: **BINDERY CLERK:** Operates and maintains various types of equipment used in large scale binding operations, including punching, cornering, scoring, folding, stapling, stitching, and collating. Work is performed under general supervision from written assignments.

Definition of Duties: **ENGINEER-IN-TRAINING:** This position requires the incumbent to hold a university degree in a field of engineering. Performs beginning level, professional, office, plant, and field work.

MONTHLY SALARY AND WAGE RATES

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	ALBERTA								CALGARY						EDMONTON					
Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average				
				\$	\$	\$			\$	\$	\$			\$	\$	\$				
SIZE OF FIRM	ENGINEER																			
1 - 39	M	37	19	475 - 765	575	591	15	7	475 - 765	650	623	19	9	475 - 700	570	573				
40 - 99	M	51	20	475 - 750	575	581	20	10	475 - 750	625	619	27	8	500 - 725	525	551				
100 - 399	M	143	30	475 - 765	620	617	73	15	525 - 765	640	644	67	12	475 - 755	575	599				
400 +	M	149	13	475 - 772	585	593	101	6	478 - 772	590	605	46	7	475 - 766	545	566				
TYPE OF FIRM REPORTING																				
Manufacturing	M	29	14	475 - 766	600	590	5	3	525 - 625	575	583	18	7	475 - 766	600	587				
Oil Firms	M	227	39	478 - 772	617	621	169	26	478 - 772	625	632	57	12	478 - 756	600	591				
Public Service	M	62	7	475 - 702	570	566	-	-	- -	-	-	39	3	475 - 702	545	565				
Construction	M	59	21	475 - 725	550	562	17	8	475 - 705	580	584	42	13	475 - 725	548	552				
Summary	M	380	82	475 - 772	595	600	209	38	475 - 772	610	621	159	36	475 - 766	570	574				
SIZE OF FIRM	SUPERVISORY ENGINEER																			
1 - 39	M	21	13	650 - 880	750	765	12	6	650 - 806	728	731	7	5	745 - 875	833	824				
40 - 99	M	18	11	640 - 884	750	752	8	6	650 - 840	803	785	10	5	640 - 884	710	725				
100 - 399	M	42	13	650 - 933	773	781	22	7	650 - 925	800	801	19	5	675 - 933	725	763				
400 +	M	84	10	625 - 890	713	720	51	5	625 - 890	710	726	33	5	625 - 858	724	711				
TYPE OF FIRM REPORTING																				
Manufacturing	M	14	6	630 - 884	755	760	-	-	- -	-	-	11	3	630 - 884	750	745				
Oil Firms	M	93	25	625 - 925	750	760	69	17	625 - 925	755	758	24	9	680 - 865	750	766				
Public Service	M	30	4	625 - 933	692	693	-	-	- -	-	-	-	-	- -	-	-				
Construction	M	27	11	640 - 900	728	739	11	4	650 - 825	754	747	15	6	640 - 900	725	738				
Summary	M	165	47	625 - 933	730	745	93	24	625 - 925	735	749	69	20	625 - 933	730	730				
SIZE OF FIRM	CHIEF ENGINEER																			
1 - 39	M	21	19	625 - 1250	825	878	10	9	700 - 1166	813	875	10	9	675 - 1250	842	906				
40 - 99	M	21	14	752 - 1260	1000	969	15	10	760 - 1260	962	959	6	4	752 - 1250	1000	996				
100 - 399	M	27	18	690 - 1250	942	949	15	10	700 - 1248	1000	1016	9	5	690 - 1250	825	873				
400 +	M	27	11	650 - 1103	760	786	11	3	715 - 1103	760	822	10	5	650 - 1098	715	762				
TYPE OF FIRM REPORTING																				
Manufacturing	M	11	11	625 - 1125	787	838	4	4	800 - 1125	1021	992	5	5	650 - 958	758	768				
Oil Firms	M	34	27	700 - 1260	970	977	25	20	700 - 1260	1000	992	9	7	800 - 1250	850	934				
Public Service	M	25	6	655 - 1000	760	774	-	-	- -	-	-	-	-	- -	-	-				
Construction	M	26	15	675 - 1250	988	918	13	6	700 - 1166	900	898	13	9	675 - 1250	1000	937				
Summary	M	96	59	625 - 1260	842	892	51	32	700 - 1260	925	930	41	23	650 - 1250	825	856				

Definition of Duties: **ENGINEER:** Full membership in the Association of Professional Engineers. Has charge of projects in various fields of engineering. Supervises technical and drafting staff. Reports to a supervising engineer who reviews the work and gives advice where necessary.

Definition of Duties: **SUPERVISORY ENGINEER:** Professional Engineer with several years of experience who has charge of difficult and complex projects involving supervision of professional, technical, office and field personnel.

Definition of Duties: **CHIEF ENGINEER:** Performs supervisory and administrative work in directing a specific field or programme of engineering. Exercises considerable initiative and professional knowledge in inaugurating and carrying to completion specific studies or programmes. Supervises professional subordinates and reports to top management.

MONTHLY SALARY AND WAGE RATES

	ALBERTA								CALGARY				EDMONTON							
Size of firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average				
and Type of Firm Reporting																				
				\$	\$	\$			\$	\$	\$			\$	\$	\$				
SIZE OF FIRM	SURVEYOR																			
100 - 399	M	10	4	425 - 625	487	510	-	-	-	-	-	-	-	-	-	-				
400 +	M	40	4	405 - 625	431	466	13	3	405 - 580	450	468	-	-	-	-	-				
TYPE OF FIRM REPORTING																				
Oil Firms	M	19	4	400 - 581	469	478	15	4	400 - 580	450	463	-	-	-	-	-				
Public Service	M	34	6	407 - 625	431	470	-	-	-	-	-	31	3	407 - 625	431	474				
Summary	M	56	11	400 - 625	437	471	17	6	400 - 580	450	460	37	3	400 - 625	435	477				
	ARCHITECT (INEXPERIENCED)																			
Summary	M	24	3	415 - 570	510	504	-	-	-	-	-	-	-	-	-	-				
	ARCHITECT (EXPERIENCED)																			
SIZE OF FIRM																				
1 - 39	M	14	4	525 - 1200	916	858	-	-	-	-	-	6	3	525 - 1001	938	792				
TYPE OF FIRM REPORTING																				
Public Service	M	10	3	545 - 875	625	653	-	-	-	-	-	10	3	545 - 875	625	653				
Construction	M	14	4	525 - 1200	916	858	-	-	-	-	-	6	3	525 - 1001	838	792				
Summary	M	24	7	525 - 1200	729	773	-	-	-	-	-	16	6	525 - 1001	655	705				
	DRAFTSMAN (BEGINNING LEVEL)																			
SIZE OF FIRM																				
1 - 39	M	21	15	250 - 380	310	309	6	5	250 - 380	293	298	11	7	270 - 370	315	315				
40 - 99	M	27	13	250 - 390	300	304	18	8	250 - 390	317	318	8	4	250 - 350	260	277				
100 - 399	M	47	18	250 - 395	312	320	11	9	260 - 374	302	314	33	7	250 - 395	322	326				
400 +	M	59	11	250 - 395	325	324	34	4	280 - 395	338	336	21	6	250 - 381	318	315				
TYPE OF FIRM REPORTING																				
Manufacturing	M	14	9	250 - 381	290	298	-	-	-	-	-	6	5	250 - 381	340	330				
Oil Firms	M	60	28	250 - 395	322	325	38	19	250 - 395	321	324	22	9	259 - 384	322	327				
Public Service	M	56	8	250 - 395	325	318	-	-	-	-	-	33	4	250 - 395	315	316				
Construction	M	22	10	250 - 380	309	310	9	4	275 - 380	325	332	10	4	250 - 350	280	288				
Summary	M	154	57	250 - 395	320	317	69	26	250 - 395	325	324	73	24	250 - 395	312	316				
Summary	F	17	3	225 - 345	297	295	14	3	225 - 345	298	299	-	-	-	-	-				

Definition of Duties: SURVEYOR: Performs professional survey work to subdivide unsurveyed territory, establish control levels, and determine the legal limits of land acquired for various projects. Prepares field notes and drafts plans to form the basis of final and accurate maps. Exercises supervision over a small crew of technical and labouring personnel.

Definition of Duties: ARCHITECT:(Inexperienced): Performs general architectural work concerned with the design, layout, and specifications of buildings, or alterations to existing structures. May exercise supervision over technical personnel. Projects are co-ordinated and reviewed by a senior architect.

Definition of Duties: ARCHITECT:(Experienced): Organizes, co-ordinates, and reviews the architectural work performed on a wide variety of projects. Supervises professional subordinates and participates in complex aspects of the work.

Definition of Duties: DRAFTSMAN (Beginning Level): Performs beginning level technical drafting work, makes tracings and drawings of engineering plans and designs (structural, mechanical, civil, etc.). Reduces field party notes, prepares maps, charts, and other drawings from rough notes and sketches. Work is checked for completeness and accuracy.

	ALBERTA								CALGARY								EDMONTON											
Size of firm (based on Total Employees)																												
and	M - Male	F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average								
Type of Firm Reporting																												
					\$		\$	\$			\$		\$	\$			\$		\$	\$			\$		\$	\$		
SIZE OF FIRM	DRAFTSMAN - SKILLED																											
	1 - 39	M	67	22	350 - 480	420	415	47	10	350 - 480	425	421	18	10	350 - 450	400	401											
	40 - 99	M	57	20	335 - 483	400	402	30	11	348 - 475	416	412	25	7	335 - 483	350	389											
	100 - 399	M	84	27	330 - 486	400	399	38	12	335 - 486	405	406	44	13	330 - 475	400	395											
100 - 399	F	11	4	370 - 415	400	397	6	3	370 - 415	403	398	-	-	-	-	-	-											
400 +	M	124	10	330 - 484	395	400	59	3	340 - 484	400	413	63	7	330 - 475	390	388												
TYPE OF FIRM REPORTING																												
Manufacturing	M	50	21	330 - 476	400	407	12	5	350 - 475	430	423	34	14	330 - 476	400	403												
Oil Firms	M	126	32	335 - 486	414	412	101	24	335 - 486	415	413	25	8	354 - 483	410	408												
Oil Firms	F	17	6	348 - 415	400	393	12	5	348 - 415	398	391	-	-	-	-	-	-											
Public Service	M	82	8	330 - 475	393	387	-	-	-	-	-	61	5	330 - 475	383	385												
Construction	M	72	17	335 - 480	400	405	42	6	350 - 480	420	423	28	9	335 - 450	370	380												
Summary	M	332	79	330 - 486	400	403	174	36	335 - 486	415	414	150	37	330 - 483	395	392												
Summary	F	18	7	346 - 415	397	390	12	5	348 - 415	297	391	-	-	-	-	-	-											
SIZE OF FIRM	SENIOR DRAFTSMAN (CHECKER)																											
	1 - 39	M	21	8	425 - 600	500	500	16	6	450 - 600	515	513	-	-	-	-	-	-										
	40 - 99	M	15	10	406 - 590	520	499	7	6	485 - 590	541	538	7	4	425 - 550	450	473											
	100 - 399	M	48	25	405 - 600	479	493	27	13	420 - 600	478	491	20	11	405 - 589	483	497											
400 +	M	53	9	420 - 600	500	513	34	4	420 - 600	515	519	16	4	445 - 550	475	488												
TYPE OF FIRM REPORTING																												
Manufacturing	M	24	12	405 - 600	495	491	-	-	-	-	-	19	9	405 - 550	450	490												
Oil Firms	M	76	27	420 - 600	515	511	65	23	420 - 600	515	512	11	4	437 - 589	515	519												
Public Service	M	15	4	406 - 545	475	471	-	-	-	-	-	10	3	457 - 545	475	478												
Construction	M	21	8	425 - 600	511	503	14	4	450 - 600	515	518	5	3	475 - 528	485	493												
Summary	M	137	52	405 - 600	495	502	84	29	420 - 600	513	510	46	20	405 - 589	475	490												

Definition DRAFTSMAN - SKILLED: Performs skilled drafting work requiring a high degree of technical competence and a
of Duties: technical knowledge and background gained from practical experience and training in the field engaged in. May
exercise some supervision over beginning level draftsman but this is not primarily a supervisory position.

Definition SENIOR DRAFTSMAN (Checker): Duties similar to Draftsman - Skilled but is responsible for preparing and
of Duties: checking highly complex work and for supervising the work of subordinate draftsmen.

MONTHLY SALARY AND WAGE RATES

	ALBERTA								CALGARY				EDMONTON			
Size of firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and Type of Firm Reporting																
TYPE OF FIRM REPORTING	STEAM PLANT FIREMAN - Hourly Rate (cents per hour)															
Manufacturing	M	13	3	219 - 232	226	225	-	-	-	-	-	-	-	-	-	-
Summary	M	17	4	219 - 235	226	227	-	-	-	-	-	13	3	219 - 235	226	226
SIZE OF FIRM	STEAM PLANT FIREMAN - Monthly Rate (dollars per month)															
100 - 399	M	6	3	257 - 424	288	301	-	-	-	-	-	-	-	-	-	-
400 +	M	17	5	260 - 417	378	349	-	-	-	-	-	15	4	260 - 383	378	344
TYPE OF FIRM REPORTING																
Oil Firms	M	9	3	348 - 424	378	384	-	-	-	-	-	-	-	-	-	-
Summary	M	23	8	257 - 424	373	336	-	-	-	-	-	19	5	257 - 383	373	329
SIZE OF FIRM	HEATING PLANT ENGINEER (4TH CLASS CERTIFICATE) - Hourly Rate (cents per hour)															
400 +	M	24	5	196 - 251	197	210	14	3	197 - 215	197	199	-	-	-	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	17	5	196 - 251	215	216	-	-	-	-	-	-	-	-	-	-
Summary	M	32	8	196 - 251	200	212	18	5	197 - 251	197	208	-	-	-	-	-
SIZE OF FIRM	HEATING PLANT ENGINEER (4TH CLASS CERTIFICATE) - Monthly Rate (dollars per month)															
100 - 399	M	14	5	307 - 435	325	347	-	-	-	-	-	-	-	-	-	-
400 +	M	5	3	313 - 372	325	339	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Institutions	M	13	5	307 - 362	325	325	-	-	-	-	-	-	-	-	-	-
Summary	M	21	9	307 - 435	325	343	10	4	313 - 435	349	365	4	3	312 - 330	328	324
SIZE OF FIRM	CHIEF HEATING PLANT ENGINEER (3RD CLASS CERTIFICATE) - Hourly Rate (cents per hour)															
40 - 99	M	8	2	216 - 269	238	233	8	3	216 - 269	238	233	-	-	-	-	-
100 - 399	M	28	5	216 - 263	245	246	-	-	-	-	-	-	-	-	-	-
400 +	M	48	9	218 - 280	261	260	21	5	236 - 280	280	270	27	4	218 - 269	261	253

Definition of Duties: STEAM PLANT FIREMAN: Performs semi-skilled work in the operation of a small steam plant or assists a steam plant engineer in the operation of a large steam plant. Checks gauge readings, water levels, chemical content, etc.

Definition of Duties: HEATING PLANT ENGINEER (4th Class Certificate): Takes charge of a shift responsible for the operation of low pressure gas fired boilers and auxiliary equipment. Incumbent requires a Fourth Class Engineer's Certificate.

Definition of Duties: CHIEF HEATING PLANT ENGINEER (3rd Class Certificate): Supervises a low pressure gas-fired boiler system and assumes responsibility for other services such as water supply, refrigeration, plumbing, sewage disposal, fire-alarm, and general mechanical maintenance. Incumbent requires a Third Class Engineer's Certificate.

Size of firm (based on Total Employees)	ALBERTA								CALGARY				EDMONTON			
	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and Type of Firm Reporting																
TYPE OF FIRM REPORTING	Chief Heating Plant Engineer (3rd Class Certificate) (Continued)															
Manufacturing	M	52	11	216 - 269	243	243	15	5	216 - 269	238	236	30	4	218 - 269	245	247
Oil Firms	M	20	3	263 - 280	280	276	-	-	- -	-	-	-	-	- -	-	-
Public Service	M	12	3	248 - 261	261	258	-	-	- -	-	-	-	-	- -	-	-
Summary	M	84	17	216 - 280	249	253	33	9	216 - 280	269	258	44	6	218 - 269	251	251
SIZE OF FIRM	CHIEF HEATING PLANT ENGINEER (3RD CLASS CERTIFICATE) - Monthly Rate (dollars per month)															
100 - 399	M	29	7	350 - 435	371	385	-	-	- -	-	-	-	-	- -	-	-
400 +	M	20	3	350 - 409	395	385	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	22	7	350 - 435	409	402	-	-	- -	-	-	-	-	- -	-	-
Public Service	M	22	3	350 - 395	371	371	-	-	- -	-	-	-	-	- -	-	-
Institutions	M	13	3	360 - 400	370	373	-	-	- -	-	-	-	-	- -	-	-
Summary	M	57	13	350 - 435	371	383	15	3	350 - 421	395	393	15	3	350 - 420	395	384
SIZE OF FIRM	STEAM PLANT ENGINEER (2ND CLASS CERTIFICATE) - Hourly Rate (cents per hour)															
400 +	M	26	3	268 - 283	283	279	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	10	3	268 - 281	275	274	-	-	- -	-	-	-	-	- -	-	-
Summary	M	32	5	268 - 283	283	279	-	-	- -	-	-	11	3	268 - 281	271	274
SIZE OF FIRM	STEAM PLANT ENGINEER (2ND CLASS CERTIFICATE) - Monthly Rate (dollars per month)															
40 - 99	M	6	4	451 - 560	533	525	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	22	8	464 - 539	519	515	10	3	494 - 539	532	520	-	-	- -	-	-
400 +	M	36	9	451 - 650	533	530	13	3	452 - 650	484	525	19	5	451 - 590	533	514
TYPE OF FIRM REPORTING																
Manufacturing	M	30	13	451 - 620	523	515	8	3	452 - 560	493	496	10	4	451 - 590	463	500
Oil Firms	M	22	4	494 - 650	533	549	13	3	494 - 650	539	559	-	-	- -	-	-
Institutions	M	8	4	484 - 525	484	494	-	-	- -	-	-	-	-	- -	-	-
Summary	M	65	22	451 - 650	525	524	27	8	452 - 650	525	525	21	6	451 - 590	533	514

Definition of Duties: STEAM PLANT ENGINEER (2nd Class Certificate): Takes charge of a shift responsible for the operation of a high pressure steam plant. Also may have responsibility for electricity generation, fire-alarm system, water supply, sewage disposal, and compressed air supply. Incumbent requires a Second Class Engineer's Certificate. Does not supervise other engineers.

MONTHLY SALARY AND WAGE RATES

Size of firm (based on Total Employees)	ALBERTA								CALGARY				EDMONTON			
	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and Type of Firm Reporting																
SIZE OF FIRM	CHIEF STEAM PLANT ENGINEER (1ST CLASS CERTIFICATE) - Monthly Rate (dollars per month)															
100 - 399	M 9	9		520 - 775	664	651	4 4		520 - 664	600	596	- -	-	- -	-	-
400 +	M 13	9		544 - 840	710	704	4 3		593 - 714	631	643	8 5		544 - 823	719	717
TYPE OF FIRM REPORTING																
Manufacturing	M 11	10		520 - 840	700	683	- -		- -	-	-	5 4		544 - 823	710	708
Oil Firms	M 9	6		600 - 723	664	657	5 4		600 - 664	606	625	- -		- -	-	-
Summary	M 23	19		520 - 840	700	683	8 7		520 - 714	603	619	10 7		544 - 823	708	712
SIZE OF FIRM	MAINTENANCE MAN (MILLWRIGHT) - Hourly Rate (cents per hour)															
1 - 39	M 3	3		189 - 264	225	226	- -		- -	-	-	- -	-	- -	-	-
40 - 99	M 39	9		186 - 253	213	213	9 4		190 - 253	202	208	7 3		188 - 241	216	215
100 - 399	M 66	10		185 - 265	238	235	- -		- -	-	-	35 5		195 - 265	261	244
400 +	M 85	7		218 - 259	251	244	- -		- -	-	-	78 5		218 - 257	251	244
TYPE OF FIRM REPORTING																
Manufacturing	M 192	28		185 - 265	239	234	18 7		190 - 253	220	218	120 13		188 - 265	251	242
Summary	M 193	29		185 - 265	238	234	18 7		190 - 253	220	218	120 13		188 - 265	251	242
SIZE OF FIRM	MAINTENANCE MAN (MILLWRIGHT) - Monthly Rate (dollars per month)															
1 - 39	M 16	10		250 - 446	307	327	8 6		250 - 446	338	346	5 3		250 - 390	305	308
40 - 99	M 20	14		250 - 470	348	352	6 4		250 - 460	333	355	11 8		281 - 433	346	339
100 - 399	M 30	21		260 - 450	345	340	14 9		305 - 425	345	352	9 7		260 - 415	368	352
400 +	M 45	8		290 - 498	368	370	30 3		290 - 455	361	364	15 5		335 - 498	375	383
TYPE OF FIRM REPORTING																
Manufacturing	M 15	10		299 - 470	368	377	3 3		350 - 450	403	401	6 4		299 - 433	408	391
Oil Firms	M 13	6		250 - 400	345	332	8 3		250 - 400	323	317	5 3		305 - 390	370	357
Public Service	M 5	3		260 - 415	375	361	- -		- -	-	-	5 3		260 - 415	375	361
Department Store	M 18	4		303 - 455	368	373	- -		- -	-	-	- -		- -	-	-
Wholesale Firms	M 5	5		250 - 450	360	343	- -		- -	-	-	3 3		250 - 365	288	301
Retail Firms	M 18	12		250 - 498	325	351	10 6		250 - 460	325	357	8 6		281 - 498	325	345
Institutions	M 34	10		260 - 380	353	341	19 5		290 - 380	361	351	- -		- -	-	-
Summary	M 111	53		250 - 498	360	352	58 22		250 - 460	350	358	40 23		250 - 498	367	355

Definition of Duties: CHIEF STEAM PLANT ENGINEER (1st Class Certificate): Supervises a large high-pressure steam plant and assumes responsibility for other services. Supervises engineers, firemen, and skilled and unskilled labour. Incumbent requires a First Class Engineer's Certificate.

Definition of Duties: MAINTENANCE MAN (Millwright): Performs skilled work in two or more trade fields in the maintenance and repair of buildings, fixtures, and equipment. On minor jobs and routine work, works independently from work orders, sketches and specifications. May supervise trade helpers and may request the attendance of particular tradesman when work outside his fields of specialization is undertaken.

	ALBERTA							CALGARY					EDMONTON						
Size of firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average
and																			
Type of Firm Reporting																			
SIZE OF FIRM	UTILITY WORKER (HANDYMAN) - Hourly Rate (cents per hour)																		
1 - 39	M	14	5	160	- 190	180	176	-	-	-	-	-	-	-	-	-	-	-	
40 - 99	M	23	8	150	- 207	150	161	3	3	175	- 207	186	189	19	4	150	175	150	156
100 - 399	M	45	9	157	- 214	192	191	-	-	-	-	-	-	20	3	160	- 197	192	188
400 +	M	41	5	176	- 213	198	199	-	-	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																			
Manufacturing	M	59	16	160	- 214	199	194	4	4	175	- 207	196	193	34	6	160	- 208	199	192
Wholesale Firms	M	15	3	160	- 190	185	179	-	-	-	-	-	-	-	-	-	-	-	-
Construction	M	13	3	150	- 190	150	154	-	-	-	-	-	-	-	-	-	-	-	-
Summary	M	123	27	150	- 214	192	186	34	7	157	- 207	197	191	60	10	150	- 208	192	181
SIZE OF FIRM	100 UTILITY WORKER (HANDYMAN) - Monthly Rate (dollars per month)																		
1 - 39	M	10	10	220	- 300	255	256	4	4	240	- 300	275	273	3	3	225	- 290	250	255
40 - 99	M	15	8	225	- 350	272	283	-	-	-	-	-	-	6	4	270	- 350	324	320
100 - 399	M	14	8	225	- 365	290	300	9	4	225	- 365	342	310	4	3	238	- 330	283	283
400 +	M	25	7	250	- 360	315	317	5	3	314	- 358	355	345	20	4	250	- 360	315	310
TYPE OF FIRM REPORTING																			
Manufacturing	M	8	5	225	- 342	305	305	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale Firms	M	3	3	240	- 290	275	268	-	-	-	-	-	-	-	-	-	-	-	-
Automotive Firms	M	6	3	225	- 260	240	240	-	-	-	-	-	-	-	-	-	-	-	-
Retail Firms	M	13	8	220	- 365	272	276	8	4	225	- 365	274	290	-	-	-	-	-	-
Institutions	M	9	7	250	- 338	270	284	-	-	-	-	-	-	7	5	250	- 338	258	281
Summary	M	64	33	220	- 365	305	296	21	13	225	- 365	300	302	33	14	225	- 360	315	303

Definition of Duties: UTILITY WORKER - HANDYMAN: Works at the tradesman's helper level in two or more trades. The work is semi-skilled and manual, and is normally closely supervised or inspected at frequent intervals. Includes general handyman position with work below journeyman level in a variety of fields.

MONTHLY SALARY AND WAGE RATES

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	ALBERTA								CALGARY				EDMONTON					
Size of firm (based on Total Employees)																		
and																		
Type of Firm Reporting	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms
SIZE OF FIRM	HEAD JANITOR - Monthly Rate (dollars per month)																	
1 - 39	M	4	4	225 - 300	248	255	-	-	-	-	-	-	-	-	-	-	-	-
40 - 99	M	4	4	260 - 345	304	303	-	-	-	-	-	-	-	-	-	-	-	-
100 - 399	M	8	8	225 - 350	273	280	-	-	-	-	-	5	5	225 - 350	265	278	-	-
400 +	M	15	6	314 - 375	345	347	15	6	314 - 375	345	347	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																		
Oil Firms	M	12	4	270 - 367	340	340	12	4	270 - 367	340	340	-	-	-	-	-	-	-
Public Service	M	3	3	315 - 373	350	346	-	-	-	-	-	-	-	-	-	-	-	-
Financial Firms	M	3	3	225 - 300	258	261	-	-	-	-	-	-	-	-	-	-	-	-
Retail Firms	M	6	6	225 - 275	254	252	-	-	-	-	-	3	3	248 - 265	260	258	-	-
Institutions	M	4	4	275 - 345	310	310	-	-	-	-	-	-	-	-	-	-	-	-
Summary	M	31	22	225 - 375	332	312	20	11	258 - 375	340	331	8	6	225 - 350	282	267	-	-
	ELEVATOR OPERATOR (FREIGHT) - Hourly Rate (cents per hour)																	
SIZE OF FIRM																		
100 - 399	M	6	3	126 - 194	138	152	-	-	-	-	-	-	-	-	-	-	-	-
400 +	M	8	3	194 - 194	194	194	-	-	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																		
Manufacturing	M	11	5	150 - 194	194	190	-	-	-	-	-	7	3	150 - 194	194	187	-	-
Summary	M	15	7	126 - 194	194	175	-	-	-	-	-	11	5	126 - 194	194	188	-	-
	ELEVATOR OPERATOR (FREIGHT) - Monthly Rate (dollars per month)																	
SIZE OF FIRM																		
400 +	M	5	3	281 - 290	290	287	-	-	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																		
Department Store	M	5	3	281 - 290	290	287	-	-	-	-	-	-	-	-	-	-	-	-
Summary	M	17	6	243 - 290	275	276	3	3	270 - 286	281	279	14	3	243 - 290	275	276	-	-

Definition of Duties: HEAD JANITOR: Supervises and participates in the custodial and maintenance duties for a building which requires a small staff of janitors. Has responsibility for the maintenance of grounds, minor repairs to the building and fixtures, and for requisitioning supplies.

Definition of Duties: ELEVATOR OPERATOR (Freight): Operates large freight elevator in either shipping or receiving departments. Moves incoming merchandise from receiving department to upper floors, or packed orders from packing rooms to shipping departments.

MONTHLY SALARY AND WAGE RATES

Size of firm (based on Total Employees)	ALBERTA								CALGARY				EDMONTON			
	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Type of Firm Reporting																
TYPE OF FIRM REPORTING	ELEVATOR OPERATOR (PASSENGER) - Monthly Rate (dollars per month)															
Department Store	F	13	3	173 - 234	199	204	-	-	- -	-	-	-	-	-	-	-
Retail Firms	M	10	3	147 - 197	192	180	-	-	- -	-	-	-	-	-	-	-
Summary	M	12	4	147 - 311	192	202	9	3	192 - 311	197	220	-	-	-	-	-
Summary	F	24	7	154 - 234	189	191	16	4	154 - 227	192	190	8	3	162 - 234	183	192
SIZE OF FIRM	WATCHMAN - Hourly Rate (cents per hour)															
40 - 99	M	29	11	120 - 190	145	156	13	5	120 - 187	184	162	11	3	120 - 190	140	146
100 - 399	M	28	9	125 - 180	163	154	-	-	- -	-	-	-	-	-	-	-
400 +	M	48	3	152 - 194	176	173	-	-	- -	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	56	16	120 - 194	173	161	10	3	120 - 194	184	173	25	6	120 - 190	173	157
Construction	M	8	3	125 - 145	125	132	-	-	- -	-	-	-	-	-	-	-
Summary	M	107	25	120 - 194	173	162	30	8	120 - 194	165	156	50	8	120 - 190	179	166
SIZE OF FIRM	WATCHMAN - Monthly Rate (dollars per month)															
1 - 39	M	8	6	188 - 296	234	236	-	-	- -	-	-	-	-	-	-	-
40 - 99	M	11	5	210 - 289	270	248	-	-	- -	-	-	7	3	217 - 289	270	268
100 - 399	M	21	13	195 - 340	235	245	8	5	225 - 278	252	249	11	6	195 - 340	219	246
400 +	M	36	9	245 - 370	303	313	-	-	- -	-	-	24	6	245 - 368	285	302
TYPE OF FIRM REPORTING																
Manufacturing	M	20	7	210 - 370	368	319	-	-	- -	-	-	-	-	-	-	-
Oil Firms	M	6	3	250 - 345	278	289	-	-	- -	-	-	-	-	-	-	-
Public Service	M	6	3	265 - 327	268	287	-	-	- -	-	-	-	-	-	-	-
Department Store	M	8	4	195 - 303	227	244	-	-	- -	-	-	-	-	-	-	-
Retail Firms	M	9	7	199 - 325	218	240	-	-	- -	-	-	5	3	217 - 325	218	239
Institutions	M	20	4	245 - 330	270	272	-	-	- -	-	-	18	3	245 - 330	270	273
Summary	M	76	33	188 - 370	270	277	15	9	188 - 303	257	255	43	16	195 - 368	270	278

Definition: ELEVATOR OPERATOR (Passenger): Operates a passenger elevator, directs passengers to offices or departments, distributes mail or parcels, ensures the cleanliness of the elevator.

Definition: WATCHMAN: Safeguards buildings and properties by making regular patrols. Also performs some janitorial duties as required. Punches watch clocks and reports suspicious happenings to the proper authorities.

	ALBERTA							CALGARY					EDMONTON				
Size of firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and Type of Firm Reporting																	
SIZE OF FIRM	PARKING LOT ATTENDANT - Monthly Rate (dollars per month)																
100 - 399	M	8	4	185 - 260	219	217	-	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																	
Department Store	M	15	3	238 - 315	286	283	-	-	-	-	-	-	-	-	-	-	-
Summary	M	21	7	185 - 315	281	262	14	4	238 - 303	286	283	7	3	185 - 315	200	221	
	GARDENER - Hourly Rate (cents per hour)																
TYPE OF FIRM REPORTING																	
Public Service	M	14	3	173 - 205	205	200	-	-	-	-	-	-	-	-	-	-	-
Summary	M	21	5	90 - 205	205	173	16	3	90 - 205	205	175	-	-	-	-	-	-
	GARDENER - Monthly Rate (dollars per month)																
SIZE OF FIRM																	
100 - 399	M	3	3	242 - 315	250	269	-	-	-	-	-	-	-	-	-	-	-
400 +	M	9	4	275 - 315	305	301	-	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																	
Public Service	M	3	3	248 - 315	278	280	-	-	-	-	-	-	-	-	-	-	-
Institutions	M	10	5	250 - 315	310	299	-	-	-	-	-	-	8	3	275 - 315	315	303
Summary	M	17	10	208 - 315	282	280	6	4	208 - 282	255	249	10	5	242 - 315	315	302	
	SENIOR GARDENER - Monthly Rate (dollars per month)																
Summary All Firms	M	5	4	325 - 385	346	353	-	-	-	-	-	-	3	3	335 - 385	375	365

Definition PARKING LOT ATTENDANT: Directs traffic to proper parking facilities and buildings. Ensures that unauthorized persons do not use the lot, and that automobiles in the assigned area are free from damage or pilfering.

Definition GARDENER: Performs skilled work in the care, planting, and propagation of seedlings, plant, shrubs, and trees, in a greenhouse or in the grounds surrounding a building. May exercise supervision over unskilled workers.

Definition SENIOR GARDENER: Acts as lead man to a team of skilled and unskilled workers in maintaining the grounds surrounding a building and the attendant greenhouses.

MONTHLY SALARY AND WAGE RATES

	ALBERTA								CALGARY				EDMONTON						
Size of firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average
and Type of Firm Reporting																			
SIZE OF FIRM	LABOURER - Hourly Rate (cents per hour)																		
1 - 39	M	114	21	140	190	165	166	25	6	140	- 190	190	186	25	6	140	- 183	165	163
40 - 99	M	363	26	140	- 190	164	164	176	13	140	- 190	165	168	118	9	140	- 190	155	159
100 - 399	M	509	20	140	- 190	180	176	143	3	140	- 190	188	179	242	11	140	- 190	190	180
400 +	M	758	11	154	- 187	179	178	117	4	176	- 187	183	180	265	6	154	- 187	179	179
TYPE OF FIRM REPORTING																			
Manufacturing	M	560	39	140	- 190	172	169	146	11	145	- 187	173	171	249	19	140	- 190	177	174
Manufacturing	F	201	3	80	- 161	161	143	-	-	-	-	-	-	-	-	-	-	-	-
Oil Firms	M	185	4	140	- 185	179	177	79	3	162	- 185	179	177	-	-	-	-	-	-
Public Service	M	555	8	140	- 183	178	176	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale Firms	M	49	6	144	- 180	159	160	-	-	-	-	-	-	31	3	144	- 165	149	151
Construction	M	329	18	140	- 190	190	179	143	8	140	- 190	190	181	162	6	145	- 190	190	182
Summary	M	1744	78	140	- 190	178	174	761	26	140	- 190	179	177	650	32	140	- 190	179	175
Summary	F	236	5	80	- 161	146	134	-	-	-	-	-	-	-	-	-	-	-	-
SIZE OF FIRM	LABOURER - Monthly Rate (dollars per month)																		
1 - 39	M	74	14	191	- 346	292	273	21	3	200	- 312	300	272	27	4	234	- 346	316	302
40 - 99	M	74	4	219	- 350	275	268	-	-	-	-	-	-	-	-	-	-	-	-
100 - 399	M	21	4	180	- 270	180	204	-	-	-	-	-	-	-	-	-	-	-	-
400 +	M	14	4	182	- 328	281	270	-	-	-	-	-	-	9	3	182	- 315	260	246
TYPE OF FIRM REPORTING																			
Manufacturing	M	101	12	191	- 339	275	264	28	4	200	- 312	292	262	-	-	-	-	-	-
Public Service	M	35	4	245	- 315	275	272	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale Firms	M	6	3	243	- 346	256	279	-	-	-	-	-	-	6	3	243	- 346	256	279
Summary	M	183	26	180	- 350	275	263	54	7	180	- 328	249	248	54	10	182	- 350	300	292
SIZE OF FIRM	LABOUR FOREMAN - Hourly Rate (cents per hour)																		
1 - 39	M	15	8	180	- 230	200	199	-	-	-	-	-	-	9	4	180	- 200	190	191
40 - 99	M	20	6	175	- 226	189	197	-	-	-	-	-	-	10	4	179	- 210	187	189
100 - 399	M	21	5	174	- 235	200	198	-	-	-	-	-	-	-	-	-	-	-	-
400 +	M	33	4	187	- 197	197	195	-	-	-	-	-	-	-	-	-	-	-	-

Definition of Duties: LABOURER: Performs routine manual work requiring no special previous training or experience but involving physical effort in the performance of such tasks as digging and filling trenches, loading and unloading materials on trucks and carriers, and hand trucking materials. Uses a variety of common hand tools including pick, shovel, mattock, axe, crowbar, and sledge hammer. Work is closely supervised and frequently checked in process and upon completion.

Definition of Duties: LABOUR FOREMAN: Directs a crew of up to twelve labourers, performing such unskilled work as excavating or moving lumber, gravel or dirt, may work with crew assisting personally in performance of work.

MONTHLY SALARY AND WAGE RATES

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Size of firm (based on Total Employees)	Male F - Female	No. Employed	No. of Firms	ALBERTA				CALGARY				EDMONTON			
				Range	Median Rate	Weighted Average		Range	Median Rate	Weighted Average		Range	Median Rate	Weighted Average	
and Type of Firm Reporting															
Labour Foreman - Hourly Rate (cents per hour) (Continued)															
Manufacturing	M	9	6	175 - 235	188	192	-	-	-	-	-	4	3	180 - 210	188 191
Oil Firms	M	10	3	187 - 230	190	196	-	-	-	-	-	-	-	-	-
Public Service	M	41	5	174 - 220	197	196	-	-	-	-	-	-	-	-	-
Construction	M	23	7	180 - 226	205	205	-	-	-	-	-	6	3	180 - 205	200 195
Summary	M	89	23	174 - 235	197	197	31	6	175 - 230	196	200	42	11	176 - 210	197 194
LABOUR FOREMAN - Monthly Rate (dollars per month)															
SIZE OF FIRM															
1 - 39	M	24	17	308 - 480	387	382	4	4	390 - 444	400	409	6	4	335 - 400	378 372
40 - 99	M	46	12	315 - 500	394	393	16	5	332 - 475	350	382	11	4	325 - 500	400 400
100 - 399	M	29	8	325 - 500	400	412	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING															
Manufacturing	M	50	22	308 - 500	424	414	15	5	350 - 500	450	442	8	5	325 - 425	368 371
Oil Firms	M	8	3	400 - 500	450	453	-	-	-	-	-	-	-	-	-
Public Service	M	16	8	315 - 388	352	347	-	-	-	-	-	-	-	-	-
Wholesale Firms	M	4	3	332 - 433	370	376	-	-	-	-	-	-	-	-	-
Retail Firms	M	19	5	323 - 460	339	366	13	3	325 - 460	339	364	-	-	-	-
Construction	M	3	3	400 - 480	429	436	-	-	-	-	-	-	-	-	-
Summary	M	103	45	308 - 500	390	396	34	12	325 - 500	400	407	24	12	325 - 500	375 380
CARPENTER - Hourly Rate (cents per hour)															
SIZE OF FIRM															
1 - 39	M	67	12	220 - 265	250	248	40	4	230 - 265	265	257	-	-	-	-
40 - 99	M	48	7	210 - 265	210	231	17	4	225 - 265	265	262	31	3	210 - 265	210 214
100 - 399	M	234	13	215 - 265	265	255	87	4	225 - 265	265	256	140	4	215 - 265	265 256
400 +	M	30	6	220 - 260	252	247	-	-	-	-	-	15	5	220 - 254	236 239
TYPE OF FIRM REPORTING															
Manufacturing	M	30	14	216 - 263	240	241	4	3	225 - 256	228	234	16	6	220 - 261	251 244
Public Service	M	17	3	236 - 265	260	256	-	-	-	-	-	-	-	-	-
Construction	M	315	20	210 - 265	265	250	139	9	225 - 265	265	257	151	4	210 - 265	265 247
Summary	M	379	38	210 - 265	265	250	156	13	225 - 265	265	257	188	13	210 - 265	261 248

Definition of Duties: CARPENTER: Performs general maintenance duties which require qualifications as a skilled tradesman.

MONTHLY SALARY AND WAGE RATES

	ALBERTA								CALGARY				EDMONTON						
Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average
	CARPENTER - Monthly Rate (dollars per month)																		
SIZE OF FIRM																			
1 - 39	M	18	4	325	400	338	346	-	-	-	-	-	-	-	-	-	-	-	-
40 - 99	M	3	3	325	405	350	360	-	-	-	-	-	-	-	-	-	-	-	-
100 - 399	M	5	5	333	429	372	374	-	-	-	-	-	-	3	3	333	429	372	378
400 +	M	25	9	338	425	381	381	11	3	338	418	381	383	14	6	355	425	383	380
TYPE OF FIRM REPORTING																			
Public Service	M	6	3	350	395	395	384	-	-	-	-	-	-	-	-	-	-	-	-
Department Store	M	16	6	355	429	381	381	-	-	-	-	-	-	10	5	355	429	368	377
Institutions	M	5	4	355	381	380	374	-	-	-	-	-	-	-	-	-	-	-	-
Summary	M	51	21	325	429	372	367	15	5	325	418	381	373	20	10	333	429	374	376
	SERVICE STATION ATTENDANT - Hourly Rate (cents per hour)																		
SIZE OF FIRM																			
40 - 99	M	16	4	110	210	137	147	-	-	-	-	-	-	-	-	-	-	-	-
100 - 399	M	13	3	110	210	210	187	-	-	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																			
Automotive Firms	M	15	3	110	180	130	132	-	-	-	-	-	-	-	-	-	-	-	-
Retail Firms	M	16	3	110	210	210	181	-	-	-	-	-	-	-	-	-	-	-	-
Summary	M	48	10	110	210	193	169	25	4	110	210	195	194	18	5	110	210	138	148
	SERVICE STATION ATTENDANT - Monthly Rate (dollars per month)																		
SIZE OF FIRM																			
1 - 39	M	27	13	160	346	215	224	11	4	160	300	238	231	-	-	-	-	-	-
40 - 99	M	9	4	175	300	238	242	-	-	-	-	-	-	-	-	-	-	-	-
100 - 399	M	14	4	160	340	217	214	-	-	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																			
Automotive Firms	M	45	19	160	346	217	222	17	6	160	340	217	229	7	3	170	270	200	208
Summary	M	58	22	160	346	225	237	20	7	160	340	232	232	16	5	170	346	265	265
	LIGHT TRUCK DRIVER - Hourly Rate (cents per hour)																		
SIZE OF FIRM																			
1 - 39	M	10	9	145	200	160	164	3	3	160	200	190	183	4	4	150	170	155	157
40 - 99	M	18	14	149	205	157	165	11	9	149	204	160	165	7	5	154	205	155	164
100 - 399	M	15	8	150	195	179	178	-	-	-	-	-	-	12	6	150	195	179	178
400 +	M	57	6	172	199	186	186	-	-	-	-	-	-	53	4	180	199	186	186

Definition of Duties: SERVICE STATION ATTENDANT: Services cars and trucks with gasoline and oil, makes routine checks of batteries, tires, radiators, and lights, cleans windshields, orders supplies of gasoline and cleans working area.

Definition of Duties: LIGHT TRUCK DRIVER: Drives a passenger car, or trucks up to 1-1/2 ton capacity. Carries materials and makes collections and deliveries. May service but does not repair equipment, keeps simple records.

MONTHLY SALARY AND WAGE RATES

	ALBERTA										CALGARY										EDMONTON									
Size of firm (based on Total Employees)																														
and	M - Male	F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average													
Type of Firm Reporting																														
TYPE OF FIRM REPORTING	Light Truck Driver - Hourly Rate (cents per hour) (Continued)																													
	Manufacturing	M	23	17	150 - 205	182	181	4	4	155 - 204	191	185	14	10	150 - 205	186	182													
	Wholesale Firms	M	12	5	150 - 185	160	165	-	-	- -	-	-	10	4	150 - 185	167	166													
	Construction	M	14	9	145 - 200	165	170	7	5	150 - 200	160	170	-	-	- -	-	-													
	Summary	M	100	37	145 - 205	186	179	16	13	149 - 204	160	171	76	19	150 - 205	186	182													
SIZE OF FIRM	LIGHT TRUCK DRIVER - Monthly Rate (dollars per month)																													
1 - 39	M	64	41	173 - 350	221	228	21	15	173 - 290	238	232	29	17	173 - 281	217	219														
40 - 99	M	61	21	180 - 346	260	258	11	4	180 - 285	250	241	33	12	200 - 346	260	260														
100 - 399	M	41	20	175 - 346	235	244	9	7	175 - 330	250	240	23	10	175 - 346	215	227														
400 +	M	37	4	275 - 359	346	331	-	-	- -	-	-	12	3	275 - 359	324	320														
TYPE OF FIRM REPORTING																														
Manufacturing	M	24	13	173 - 329	250	255	7	3	215 - 285	250	250	12	7	173 - 329	240	250														
Oil Firms	M	3	3	250 - 330	270	283	-	-	- -	-	-	-	-	- -	-	-														
Department Store	M	48	9	200 - 359	335	317	-	-	- -	-	-	12	4	200 - 359	344	309														
Wholesale Firms	M	34	21	173 - 290	218	223	12	8	180 - 290	245	239	18	11	173 - 275	200	209														
Automotive Firms	M	29	13	175 - 285	210	216	10	6	175 - 250	188	203	18	6	175 - 285	213	229														
Retail Firms	M	52	18	173 - 350	227	245	7	5	173 - 285	220	226	25	6	175 - 346	240	244														
Institutions	M	7	5	262 - 345	288	288	-	-	- -	-	-	7	5	262 - 345	288	288														
Construction	M	3	3	294 - 315	300	303	-	-	- -	-	-	-	-	- -	-	-														
Summary	M	203	86	173 - 359	255	250	66	27	173 - 346	265	274	97	42	173 - 359	238	248														
SIZE OF FIRM	MEDIUM TRUCK DRIVER - Hourly Rate (cents per hour)																													
1 - 39	M	26	9	145 - 200	145	150	-	-	- -	-	-	22	5	145 - 165	150	147														
40 - 99	M	39	13	140 - 192	165	167	6	3	155 - 175	158	160	16	6	140 - 192	160	159														
100 - 399	M	45	11	145 - 208	176	176	15	3	150 - 190	180	177	6	4	145 - 194	160	169														
400 +	M	116	5	160 - 218	186	188	-	-	- -	-	-	10	3	160 - 208	208	204														
TYPE OF FIRM REPORTING																														
Manufacturing	M	44	17	140 - 218	179	184	18	3	168 - 218	211	200	16	8	140 - 206	174	169														
Public Service	M	122	5	145 - 208	186	185	-	-	- -	-	-	-	-	- -	-	-														
Wholesale Firms	M	13	4	145 - 180	180	168	-	-	- -	-	-	-	-	- -	-	-														
Construction	M	16	10	145 - 200	158	162	9	4	150 - 200	160	168	6	5	145 - 165	155	155														
Summary	M	226	38	140 - 218	186	178	128	9	150 - 218	186	184	54	18	140 - 208	155	163														

Definition MEDIUM TRUCK DRIVER: Drives two-ton dump truck or other similar vehicle in carrying and delivering mater-
of Duties: als. Services but does not repair equipment.

MONTHLY SALARY AND WAGE RATES

		ALBERTA								CALGARY						EDMONTON					
Size of firm (based on Total Employees)		M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average				
and Type of Firm Reporting																					
		MEDIUM TRUCK DRIVER - Monthly Rate (dollars per month)																			
SIZE OF FIRM																					
1 - 39		M	22	5	275 - 350	350	335	-	-	-	-	-	6	4	278 - 335	305	307				
40 - 99		M	9	6	275 - 338	312	304	-	-	-	-	-	8	5	275 - 338	299	301				
100 - 399		M	46	3	300 - 360	329	328	-	-	-	-	-	-	-	-	-	-				
400 +		M	59	4	315 - 377	359	364	-	-	-	-	-	42	3	315 - 377	377	367				
TYPE OF FIRM REPORTING																					
Manufacturing		M	21	3	275 - 350	350	336	-	-	-	-	-	-	-	-	-	-				
Oil Firms		M	5	3	300 - 343	323	322	-	-	-	-	-	-	-	-	-	-				
Wholesale Firms		M	6	4	275 - 320	297	299	-	-	-	-	-	5	4	278 - 329	312	304				
Summary		M	136	18	275 - 377	348	343	35	5	300 - 360	350	350	100	13	275 - 377	323	341				
		HEAVY TRUCK DRIVER - Hourly Rate (cents per hour)																			
SIZE OF FIRM																					
1 - 39		M	32	13	150 - 185	170	169	-	-	-	-	-	10	6	150 - 185	155	163				
40 - 99		M	73	10	150 - 192	155	159	11	4	160 - 185	180	175	58	4	150 - 190	155	156				
100 - 399		M	95	11	150 - 195	190	185	-	-	-	-	-	36	7	150 - 195	185	183				
TYPE OF FIRM REPORTING																					
Manufacturing		M	81	11	150 - 194	185	182	-	-	-	-	-	7	4	150 - 194	170	174				
Oil Firms		M	9	3	170 - 180	180	178	-	-	-	-	-	-	-	-	-	-				
Wholesale Firms		M	22	5	150 - 190	179	176	-	-	-	-	-	18	3	150 - 190	179	174				
Construction		M	82	12	150 - 195	155	164	5	4	160 - 185	175	173	74	6	150 - 195	155	164				
Summary		M	277	35	150 - 195	185	178	145	9	160 - 190	190	187	105	17	150 - 195	160	166				
		HEAVY TRUCK DRIVER - Monthly Rate (dollars per month)																			
SIZE OF FIRM																					
1 - 39		M	14	5	258 - 390	368	342	-	-	-	-	-	-	-	-	-	-				
40 - 99		M	7	4	260 - 300	290	288	-	-	-	-	-	-	-	-	-	-				
100 - 399		M	14	4	329 - 402	368	367	-	-	-	-	-	12	3	329 - 402	367	362				
400 +		M	19	4	348 - 407	387	384	-	-	-	-	-	-	-	-	-	-				
TYPE OF FIRM REPORTING																					
Manufacturing		M	7	4	260 - 325	300	295	-	-	-	-	-	-	-	-	-	-				
Oil Firms		M	23	6	325 - 407	395	388	7	3	348 - 401	394	383	16	3	325 - 407	402	390				
Retail Firms		M	15	3	258 - 390	329	339	-	-	-	-	-	-	-	-	-	-				
Summary		M	54	17	258 - 407	368	356	9	5	260 - 401	375	367	33	8	258 - 407	367	359				

Definition of Duties: HEAVY TRUCK DRIVER: Drives a heavy truck of over 3-ton capacity to transport heavy equipment, materials, and merchandise. Services but does not repair trucks. Keeps simple records.

MONTHLY SALARY AND WAGE RATES

35

		ALBERTA						CALGARY						EDMONTON						35
Size of firm (based on Total Employees)																				
and	M - Male	F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average			
Type of Firm Reporting																				
SIZE OF FIRM	HEAVY EQUIPMENT OPERATOR - Hourly Rate (cents per hour)																			
1 - 39	M	33	8		180 - 215	195	197	15	4	180 - 215	200	199	16	3	190 - 209	195	195			
40 - 99	M	33	7		183 - 235	211	211	-	-	-	-	-	-	-	-	-	-			
100 - 399	M	51	12		178 - 247	215	215	14	3	200 - 247	228	226	24	5	190 - 240	215	219			
400 +	M	68	3		209 - 234	209	213	-	-	-	-	-	-	-	-	-	-			
TYPE OF FIRM REPORTING																				
Manufacturing	M	40	13		183 - 247	204	210	-	-	-	-	-	19	4	195 - 240	195	201			
Public Service	M	87	4		178 - 234	209	208	-	-	-	-	-	-	-	-	-	-			
Construction	M	45	11		190 - 240	220	217	18	5	190 - 240	220	219	27	6	190 - 240	210	216			
Summary	M	185	30		178 - 247	209	210	68	10	180 - 247	209	212	76	11	190 - 240	209	211			
	HEAVY EQUIPMENT OPERATOR - Monthly Rate (dollars per month)																			
Summary All Firms	M	26	4		280 - 400	363	354	-	-	-	-	-	17	3	340 - 400	390	381			
	AUTOMOBILE MECHANIC - Hourly Rate (cents per hour)																			
SIZE OF FIRM																				
1 - 39	M	151	22		190 - 227	205	205	61	6	190 - 227	210	215	14	5	190 - 225	200	202			
40 - 99	M	118	8		190 - 225	215	209	53	3	220 - 225	220	220	-	-	-	-	-			
100 - 399	M	283	11		190 - 235	215	213	115	5	200 - 232	220	218	164	4	190 - 235	210	210			
400 +	M	65	5		190 - 236	236	227	-	-	-	-	-	-	-	-	-	-			
TYPE OF FIRM REPORTING																				
Manufacturing	M	8	4		194 - 220	198	201	-	-	-	-	-	-	-	-	-	-			
Public Service	M	57	4		194 - 236	236	232	-	-	-	-	-	-	-	-	-	-			
Wholesale Firms	M	115	3		190 - 235	220	218	-	-	-	-	-	-	-	-	-	-			
Automotive Firms	M	398	27		190 - 227	210	208	177	10	190 - 227	220	216	140	6	190 - 225	200	203			
Construction	M	19	6		190 - 230	215	208	-	-	-	-	-	16	4	190 - 225	205	205			
Summary	M	617	46		190 - 236	210	212	281	16	190 - 236	220	219	235	13	190 - 235	210	208			
	AUTOMOBILE MECHANIC - Monthly Rate (dollars per month)																			
SIZE OF FIRM																				
1 - 39	M	34	8		320 - 425	364	362	14	5	320 - 425	370	363	-	-	-	-	-			
100 - 399	M	22	4		325 - 435	415	402	-	-	-	-	-	-	-	-	-	-			
400 +	M	96	5		325 - 433	395	387	-	-	-	-	-	88	3	330 - 430	395	388			

Definition of Duties: **HEAVY EQUIPMENT OPERATOR:** Operates a heavy crawler type tractor or bulldozer, roller, elevator grader, hoist, asphalt distributor, large concrete mixer, power shovel, etc, services equipment with fuel oil and grease and makes minor running adjustments and repairs.

Definition of Duties: **AUTOMOBILE MECHANIC:** Does skilled automotive equipment repair work of a journeyman's level, inspects and locates mechanical defects, overhauls, repairs and adjusts automobiles, trucks, and other automotive equipment.

MONTHLY SALARY AND WAGE RATES

	ALBERTA								CALGARY						EDMONTON					
Size of firm (based on Total Employees)																				
and	M - Male	F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average
Type of Firm Reporting																				
TYPE OF FIRM REPORTING	Automobile Mechanic - Monthly Rate (dollars per month) (Continued)																			
	Oil Firms	M	22	4	325 - 433	404	397	-	-	-	-	-	-	-	-	-	-	-	-	-
	Department Store	M	5	3	325 - 368	338	339	-	-	-	-	-	-	-	-	-	-	-	-	-
	Wholesale Firms	M	12	3	340 - 375	370	365	-	-	-	-	-	-	-	-	-	-	-	-	-
	Automotive Firms	M	24	11	320 - 435	353	360	8	4	320 - 400	330	343	-	-	-	-	-	-	-	-
Summary	M	158	19	320 - 435	395	383	28	8	320 - 433	370	374	118	8	325 - 435	395	387				
SIZE OF FIRM	FOREMAN MECHANIC OR SERVICE MANAGER - Hourly Rate (cents per hour)																			
	1 - 39	M	11	5	190 - 250	200	212	-	-	-	-	-	-	-	-	-	-	-	-	-
400 +	M	6	3	210 - 236	223	222	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																				
	Public Service	M	3	3	232 - 236	235	234	-	-	-	-	-	-	-	-	-	-	-	-	-
	Automotive Firms	M	7	4	200 - 225	200	205	-	-	-	-	-	-	-	-	-	-	-	-	-
	Construction	M	6	3	200 - 250	235	227	-	-	-	-	-	-	-	8	3	200 - 250	235	227	
	Summary	M	26	16	190 - 250	227	220	7	4	205 - 240	210	221	13	9	190 - 250	234	226			
SIZE OF FIRM	FOREMAN MECHANIC OR SERVICE MANAGER - Monthly Rate (dollars per month)																			
	1 - 39	M	38	31	360 - 541	430	445	12	9	375 - 541	441	451	11	8	360 - 540	450	448			
	40 - 99	M	20	11	375 - 550	440	437	10	3	400 - 550	440	454	6	6	381 - 495	425	433			
	100 - 399	M	31	14	365 - 550	485	476	16	7	365 - 550	480	473	13	5	400 - 550	475	477			
400 +	M	23	8	372 - 562	473	464	6	3	473 - 562	512	512	17	3	372 - 545	435	446				
TYPE OF FIRM REPORTING																				
	Manufacturing	M	5	5	400 - 525	485	463	-	-	-	-	-	-	-	-	-	-	-	-	-
	Oil Firms	M	5	4	473 - 562	510	512	7	3	473 - 562	510	508	-	-	-	-	-	-	-	-
	Public Service	M	18	3	415 - 520	435	454	-	-	-	-	-	-	-	-	-	-	-	-	-
	Wholesale Firms	M	15	10	360 - 541	440	441	6	4	385 - 541	462	461	8	5	360 - 505	423	427			
	Automotive Firms	M	49	26	365 - 550	425	437	22	9	365 - 550	428	432	11	5	390 - 550	475	462			
	Retail Firms	M	8	8	381 - 525	511	493	-	-	-	-	-	-	-	4	4	381 - 500	489	465	
	Construction	M	7	6	450 - 550	525	513	-	-	-	-	-	-	-	4	4	450 - 540	488	491	
	Summary	M	112	62	360 - 562	450	456	44	22	265 - 562	468	468	47	23	360 - 550	450	453			

Definition of Duties: FOREMAN MECHANIC OR SERVICE MANAGER: Incumbent must be skilled in automotive repair work and have journeyman's rating. May have special training in service functions and the use of special equipment. Directs mechanics in their duties, details work and handles special problems related to service and repair.

		ALBERTA						CALGARY				EDMONTON					
Size of firm (based on Total Employees)																	
and	Male	Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
Type of Firm Reporting																	
					\$	\$	\$			\$	\$	\$			\$	\$	\$
JUNIOR SOLICITOR																	
SIZE OF FIRM																	
100 - 399	M	3	3		500 - 600	600	567	3	3	500 - 600	600	567	-	-	-	-	-
400 +	M	4	3		520 - 563	543	542	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																	
Oil Firms	M	5	5		499 - 600	536	547	5	5	499 - 600	536	547	-	-	-	-	-
Summary	M	8	7		499 - 600	543	546	6	6	499 - 600	528	543	-	-	-	-	-
SOLICITOR																	
SIZE OF FIRM																	
40 - 99	M	7	5		575 - 920	725	723	6	4	575 - 920	738	743	-	-	-	-	-
100 - 399	M	18	14		605 - 908	773	765	12	9	605 - 908	800	781	5	4	620 - 863	750	729
400 +	M	5	3		570 - 886	729	720	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																	
Oil Firms	M	21	14		575 - 920	760	761	20	13	575 - 920	780	768	-	-	-	-	-
Public Service	M	9	8		570 - 886	750	715	-	-	-	-	-	6	5	570 - 886	768	747
Summary	M	30	22		570 - 920	750	747	21	14	575 - 920	760	761	7	6	570 - 886	750	729
ESTATES ADMINISTRATOR																	
SIZE OF FIRM																	
1 - 39	M	14	9		375 - 492	423	427	6	4	400 - 483	421	431	8	5	375 - 492	427	424
TYPE OF FIRM REPORTING																	
Financial Firms	M	19	10		375 - 492	433	434	11	5	400 - 492	433	442	11	5	375 - 492	427	424
Summary	M	20	11		375 - 492	433	434	12	6	400 - 492	434	441	19	5	375 - 492	427	424
SENIOR ESTATES ADMINISTRATOR																	
SIZE OF FIRM																	
1 - 39	M	3	3		512 - 563	542	539	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																	
Financial Firms	M	5	5		512 - 625	563	568	3	3	563 - 625	596	595	-	-	-	-	-
Summary	M	5	5		512 - 625	563	568	3	3	563 - 625	596	595	-	-	-	-	-
LEGAL STENOGRAPHER																	
SIZE OF FIRM																	
100 - 399	F	20	10		240 - 343	300	297	18	8	240 - 343	298	297	-	-	-	-	-
TYPE OF FIRM REPORTING																	
Oil Firms	F	24	10		240 - 350	302	303	23	9	240 - 350	302	302	-	-	-	-	-
Public Service	F	8	3		251 - 340	275	282	-	-	-	-	-	-	-	-	-	-
Summary	F	35	15		240 - 350	300	295	25	11	240 - 350	302	302	8	3	251 - 340	275	277

Definition of Duties: JUNIOR SOLICITOR: Performs beginning level professional legal work within a specific field of law. Reviews legal documents, prepares actions for court and may attend in court to represent the interests of the organization served.

Definition of Duties: SOLICITOR: Performs professional legal work within a specific field of law. Provides advice and counsel to senior officials, prepares court actions and represents the organization served, in all levels of provincial court. Drafts a variety of legal forms and may have considerable public contact.

Definition of Duties: ESTATES ADMINISTRATOR: Performs the detailed administration of assigned estates of deceased persons. Prepares numerous legal documents and much correspondence to protect the value of the estate. Not a professional legal position.

Definition of Duties: SENIOR ESTATES ADMINISTRATOR: Assigns work to junior administrators. Handles complex work or emergency problems personally. Provides advice and training to subordinate staff.

Definition of Duties: LEGAL STENOGRAPHER: Performs stenographic work in a legal office. Takes dictation and transcribes, from notes and/or recording equipment, a variety of legal documents and correspondence. Requires a highly competent stenographer with high school education and a knowledge of legal terminology. Performs secretarial and receptionist duties as required.

	ALBERTA								CALGARY				EDMONTON						
Size of firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average
and Type of Firm Reporting																			
					\$	\$	\$			\$	\$	\$				\$	\$	\$	
SIZE OF FIRM	DISPLAYMAN																		
1 - 39	M	4	4	250	346	314	306	3	3	303	346	325	325	-	-	-	-	-	-
1 - 39	F	3	3	182	250	199	210	-	-	-	-	-	-	-	-	-	-	-	-
100 - 399	M	9	5	251	368	303	310	-	-	-	-	-	-	8	4	251	368	314	311
TYPE OF FIRM REPORTING																			
Department Store	M	31	5	225	370	309	309	-	-	-	-	-	-	18	3	225	370	305	311
Department Store	F	5	3	162	199	182	179	-	-	-	-	-	-	-	-	-	-	-	-
Retail Firms	M	4	4	250	346	314	306	3	3	303	346	325	325	-	-	-	-	-	-
Summary	M	35	9	225	370	309	309	15	4	238	350	310	311	19	4	225	370	300	308
Summary	F	8	4	162	250	186	193	-	-	-	-	-	-	-	-	-	-	-	-
SIZE OF FIRM	SALESLERK SMALLWARES																		
1 - 39	F	94	15	156	238	173	173	-	-	-	-	-	-	48	6	156	209	162	167
40 - 99		54	5	154	242	162	168	-	-	-	-	-	-	-	-	-	-	-	-
100 - 399	F	38	4	156	225	173	178	-	-	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																			
Department Store	F	341	16	154	242	195	194	162	3	161	242	199	203	92	6	156	242	199	200
Retail Firms	F	62	12	156	238	163	171	-	-	-	-	-	-	45	6	156	217	162	166
Summary	F	403	28	154	242	190	191	165	5	161	242	198	203	137	12	156	242	190	189
SIZE OF FIRM	HARDGOODS SALESPERSON																		
1 - 39	M	35	10	225	350	300	283	14	3	225	350	280	282	-	-	-	-	-	-
1 - 39	F	14	9	165	230	200	198	6	3	180	220	200	202	-	-	-	-	-	-
100 - 399	M	9	3	251	325	260	273	-	-	-	-	-	-	-	-	-	-	-	-
100 - 399	F	14	3	165	234	182	184	-	-	-	-	-	-	-	-	-	-	-	-
400 +	M	63	5	221	368	310	308	-	-	-	-	-	-	-	-	-	-	-	-
400 +	F	95	5	182	251	225	220	-	-	-	-	-	-	-	-	-	-	-	-

Definition of Duties: DISPLAYMAN: Uses high degree of creative ingenuity in arranging window and interior displays through use of co-ordinated merchandise and display materials.

Definition of Duties: SALESLERK SMALLWARES: (Drugs, notions, candies, stationery, etc.) Sells merchandise of quick turnover requiring little persuasion but fast service. Fills show cases with merchandise. Is responsible for basic stock re-ordering, requisitions price cards, keeps section clean and tidy.

Definition of Duties: HARDGOODS SALESPERSON: (Housewares, sporting goods, china, hardware.) Sells merchandise requiring fair degree of technical knowledge, i.e. fishing equipment, power tools, paint, etc. Fair amount of stock work and considerable housekeeping required. Re-orders basic stock for section, price cards. Arranges displays.

Size of firm (based on Total Employees) and Type of Firm Reporting	ALBERTA								CALGARY								EDMONTON							
	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average		No. Employed	No. of Firms	Range		Median Rate	Weighted Average		No. Employed	No. of Firms	Range		Median Rate	Weighted Average		No. Employed	No. of Firms
				\$	\$	\$	\$				\$	\$	\$	\$				\$	\$	\$	\$	\$	\$	\$
TYPE OF FIRM REPORTING	Hardgoods Salesperson (Continued)																							
Department Store	M	75	10	221	- 368	303	303		35	3	221	- 368	300	297		31	4	238	- 368	325	319			
Department Store	F	116	3	165	- 251	216	213		-		-	-	-	-		-	-	-	-	-	-	-	-	-
Retail Firms	M	34	9	225	- 350	300	284		-	-	-	-	-	-		-	-	-	-	-	-	-	-	-
Retail Firms	F	12	7	170	- 230	200	199		6	3	180	- 220	200	202		-	-	-	-	-	-	-	-	-
Summary	M	109	19	221	- 368	300	297		48	5	221	- 368	300	293		41	6	238	- 368	310	310			
Summary	F	128	20	165	- 251	211	212		57	5	180	- 245	216	215		49	6	165	- 251	225	219			
SIZE OF FIRM	GROCERY CASHIER																							
1 - 39	F	67	3	253	- 281	261	263		-	-	-	-	-	-		-	-	-	-	-	-	-	-	-
400 +	F	244	3	208	- 283	268	263		-	-	-	-	-	-		-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																								
Retail Firms	F	300	6	208	- 281	268	262		94	3	208	- 277	268	260		-	-	-	-	-	-	-	-	-
Summary	F	322	7	208	- 283	268	262		191	3	208	- 277	268	260		120	4	208	- 283	279	267			
TYPE OF FIRM REPORTING	BUTCHER																							
Department Store	M	15	3	335	- 410	403	396		-	-	-	-	-	-		-	-	-	-	-	-	-	-	-
Retail Firms	M	140	5	319	- 402	390	389		-	-	-	-	-	-		-	-	-	-	-	-	-	-	-
Summary	M	155	8	319	- 410	390	390		-	-	-	-	-	-		64	3	319	- 410	402	393			
TYPE OF FIRM REPORTING	MEAT PACKER																							
SIZE OF FIRM																								
1 - 39	F	22	3	234	- 268	268	257		-	-	-	-	-	-		-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																								
Retail Firms	F	132	6	208	- 279	268	262		-	-	-	-	-	-		-	-	-	-	-	-	-	-	-
Summary	F	134	6	208	- 279	268	262		-	-	-	-	-	-		-	-	-	-	-	-	-	-	-

Definition of Duties: GROCERY CASHIER: Operates cash register recording cash, charge, c.o.d. sales. Wraps and packs taken purchases. Looks after section of stock, filling of shelves, housekeeping in department.

Definition of Duties: BUTCHER: Carries sides of beef, etc, from receiving dock to cooler. Cuts sides of meat into various cuts. Does housekeeping in the cutting room.

Definition of Duties: MEAT PACKER: Scales cuts of meats, marks price and weight, wraps in cellophane wrapper and places in counter. Is responsible for housekeeping in pre-pack room.

MONTHLY SALARY AND WAGE RATES

40

	ALBERTA						CALGARY						EDMONTON					
Size of firm (based on Total Employees)	Male Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
and Type of Firm Reporting																		
				\$	\$	\$			\$	\$	\$			\$	\$	\$		
SIZE OF FIRM	SALESPERSON FASHION ACCESSORIES																	
1 - 39	F	23	7	160 - 217	173	182	14	4	160 - 217	173	177	9	3	173 - 217	190	189		
40 - 99	F	27	5	160 - 262	165	174	-	-	- -	-	-	-	-	- -	-	-		
TYPE OF FIRM REPORTING																		
Department Store	F	185	11	160 - 263	210	209	89	3	173 - 260	210	214	74	5	160 - 263	215	212		
Retail Firms	F	31	7	160 - 217	173	181	18	4	160 - 217	165	176	13	3	173 - 217	184	187		
Summary	F	216	18	160 - 263	202	205	107	7	160 - 260	210	207	87	8	160 - 263	208	208		
SIZE OF FIRM	WOMEN'S WEAR SALESWOMAN																	
1 - 39	F	19	6	173 - 255	200	203	10	4	173 - 255	188	200	-	-	- -	-	-		
100 - 399	F	50	3	160 - 260	186	193	-	-	- -	-	-	-	-	- -	-	-		
TYPE OF FIRM REPORTING																		
Department Store	F	147	11	169 - 268	217	217	33	3	188 - 266	235	233	90	4	173 - 268	217	218		
Retail Firms	F	18	5	173 - 240	194	199	8	3	173 - 217	184	194	-	-	- -	-	-		
Summary	F	165	16	169 - 268	217	215	41	6	173 - 266	225	226	100	6	173 - 268	217	216		
TYPE OF FIRM REPORTING	CORSET SALESWOMAN																	
Department Store	F	28	8	195 - 281	242	236	-	-	- -	-	-	18	4	195 - 281	238	232		
Summary	F	32	9	173 - 281	233	229	11	3	173 - 266	254	229	19	4	182 - 281	235	230		
SIZE OF FIRM	SHOE SALESMAN																	
1 - 39	M	6	3	250 - 345	292	294	-	-	- -	-	-	-	-	- -	-	-		
100 - 399	F	5	3	182 - 238	182	196	-	-	- -	-	-	-	-	- -	-	-		
400 +	M	25	5	260 - 359	303	307	-	-	- -	-	-	17	3	260 - 359	303	307		
TYPE OF FIRM REPORTING																		
Department Store	M	33	9	260 - 359	303	305	9	3	281 - 338	297	304	23	5	260 - 359	303	305		
Department Store	F	41	5	173 - 303	260	252	-	-	- -	-	-	-	-	- -	-	-		
Retail Firms	M	7	3	250 - 345	275	287	-	-	- -	-	-	-	-	- -	-	-		
Summary	M	40	12	250 - 359	303	302	13	4	250 - 338	297	298	26	7	251 - 359	303	304		
Summary	F	47	15	170 - 303	259	247	18	4	170 - 303	297	273	22	6	181 - 285	248	245		

Definition of Duties: SALESPERSON FASHION ACCESSORIES (Hosiery, Neckwear, Lingerie, Handbags, etc.): Sells merchandise requiring fair degree of persuasion, knowledge of fashion and fabrics important. Demonstrates the important features of the product. Is responsible for care of section of stock, housekeeping, basic stock re-orders.

Definition of Duties: WOMEN'S WEAR SALESWOMAN (Coats, suits, dresses, millinery): Sells merchandise requiring high degree of selling ability. Must know fashions very well. Models and demonstrates clothing. Cares for section of stock, does some display work, may do some minor fitting.

Definition of Duties: CORSET SALESWOMAN: Sells and fits ladies corsets, brassieres, etc, counsels customers in problems of anatomy and posture. Position requires high degree of tact, tolerance and understanding.

Definition of Duties: SHOE SALESMAN: Fits and sells shoes, looks after a section of stock. Orders basic stock. Is responsible for housekeeping in section. Knowledge of leathers, fitting and anatomy of foot required.

MONTHLY SALARY AND WAGE RATES

41

	ALBERTA										CALGARY										EDMONTON									
Size of firm (based on Total Employees)	M - Male	F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average													
Type of Firm Reporting																														
					\$	\$	\$			\$	\$	\$			\$	\$	\$													
SIZE OF FIRM	MEN'S AND BOYS' FURNISHINGS SALESPERSON																													
1 - 39	M	9	5		217 - 342	281	276	7	4	217 - 342	260	268			- -	-	-													
400 +	M	23	5		221 - 359	320	299	-	-	-	-	-	12	3	227 - 359	323	303													
TYPE OF FIRM REPORTING																														
Department Store	M	27	8		221 - 359	320	301	14	4	221 - 352	292	297	13	4	227 - 350	325	305													
Retail Firms	M	6	3		217 - 303	248	259	-	-	- -	-	-	-	-	- -	-	-													
Summary	M	33	11		217 - 359	303	293	18	6	217 - 352	281	284	13	4	227 - 359	325	305													
Summary	F	42	11		173 - 260	208	211	10	3	184 - 250	230	224	27	5	173 - 260	208	209													
SIZE OF FIRM	MEN'S AND BOYS' WEAR SALESMAN																													
1 - 39	M	12	3		250 - 368	314	307	-	-	- -	-	-	-	-	- -	-	-													
100 - 399	M	10	3		260 - 368	314	316	-	-	- -	-	-	-	-	- -	-	-													
TYPE OF FIRM REPORTING																														
Department Store	M	48	8		250 - 368	325	318	12	3	281 - 346	323	316	31	4	260 - 368	325	325													
Summary	M	57	10		250 - 368	325	317	16	4	281 - 346	323	314	33	5	260 - 368	325	324													
SIZE OF FIRM	HOME FURNISHINGS SALESPERSON																													
1 - 39	M	27	8		260 - 433	325	332	15	4	260 - 433	325	329	-	-	- -	-	-													
400 +	M	52	4		260 - 472	370	375	-	-	- -	-	-	30	3	260 - 450	372	372													
TYPE OF FIRM REPORTING																														
Department Store	M	67	7		260 - 472	364	360	-	-	- -	-	-	30	3	260 - 450	372	372													
Department Store	F	71	3		173 - 300	225	229	-	-	- -	-	-	51	4	173 - 300	234	236													
Retail Firms	M	24	7		260 - 433	325	328	12	3	260 - 433	314	321	-	-	- -	-	-													
Summary	M	91	14		260 - 472	346	352	37	5	260 - 472	351	359	33	3	260 - 450	368	365													
Summary	F	72	11		173 - 300	225	229	9	3	173 - 242	225	225	51	4	173 - 300	234	236													
TYPE OF FIRM REPORTING	TAILOR																													
Department Store	M	11	7		281 - 359	340	328	4	3	281 - 340	312	311	7	4	303 - 359	340	337													
Summary	M	14	9		281 - 359	327	323	5	4	281 - 340	320	314	9	5	292 - 359	340	328													
SIZE OF FIRM	TAILORESS																													
1 - 39	F	7	5		162 - 238	173	182	4	3	162 - 238	179	189	-	-	- -	-	-													
100 - 399	F	17	3		162 - 229	173	187	-	-	- -	-	-	17	3	162 - 229	173	187													
TYPE OF FIRM REPORTING																														
Department Store	F	35	8		162 - 245	209	204	13	3	162 - 227	225	217	22	5	162 - 245	196	197													
Retail Firms	F	12	6		156 - 238	173	181	-	-	- -	-	-	8	3	156 - 238	173	179													
Summary	F	47	14		156 - 245	204	199	16	5	162 - 238	225	213	30	8	156 - 245	176	192													

Definition of Duties: MEN'S AND BOYS' FURNISHINGS SALESPERSON: Sells merchandise requiring style sense, knowledge of fabrics. Must have considerable persuasive ability. Looks after section of stock, basic stock re-orders, housekeeping in section.

Definition of Duties: MEN'S AND BOYS' WEAR SALESMAN: Sells men's and boys' suits, coats, etc. Requires high degree of selling ability. Is responsible for stock-work, i.e. bringing stock to the floor and other heavy work in department. Is responsible for re-orders basic stock, housekeeping.

Definition of Duties: HOME FURNISHINGS SALESPERSON (Furniture, floor coverings, drapes): Sells merchandise requiring high degree of selling ability and color sense. Advises customers on room settings and co-ordination of furnishings. Is responsible for moving of stock (male only). Housekeeping in department.

Definition of Duties: TAILOR: Alters ready-made garments according to fitters instructions. Operates sewing machine, hofman press.

Definition of Duties: TAILORESS: Same as above except presses with flat iron.

	ALBERTA								CALGARY				EDMONTON					
Size of firm (based on Total Employees)																		
and	M - Male	F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	
Type of Firm Reporting																		
					\$	\$	\$			\$	\$	\$			\$	\$	\$	
SIZE OF FIRM	COOK																	
1 - 39	F	7	5		156 - 242	191	193	-	-	-	-	-	-	-	-	-	-	
40 - 99	F	45	11		160 - 226	182	187	-	-	-	-	-	-	-	-	-	-	
100 - 399	M	55	5		213 - 314	241	257	-	-	-	-	-	45	3	213 - 314	235	249	
100 - 399	F	28	8		165 - 236	198	198	-	-	-	-	-	-	-	-	-	-	
400 +	M	17	4		235 - 321	295	290	-	-	-	-	-	-	-	-	-	-	
TYPE OF FIRM REPORTING"																		
Department Store	F	7	6		165 - 226	173	181	-	-	-	-	-	3	3	165 - 226	186	192	
Retail Firms	M	58	6		213 - 314	252	259	13	3	260 - 303	298	294	45	3	213 - 314	235	249	
Retail Firms	F	31	5		156 - 242	200	200	-	-	-	-	-	-	-	-	-	-	
Institutions	M	13	3		235 - 321	295	286	-	-	-	-	-	-	-	-	-	-	
Institutions	F	48	14		160 - 236	190	189	-	-	-	-	-	-	-	-	-	-	
Summary	M	75	10		213 - 321	281	266	19	5	260 - 321	303	297	56	5	213 - 314	240	255	
Summary	F	86	25		156 - 242	195	192	25	4	156 - 217	199	198	14	5	165 - 226	195	195	
SIZE OF FIRM	CHEF OR CHIEF COOK																	
1 - 39	F	3	3		217 - 281	230	243	-	-	-	-	-	-	-	-	-	-	
40 - 99	F	7	6		195 - 281	220	221	-	-	-	-	-	-	-	-	-	-	
100 - 399	M	6	5		360 - 528	478	461	-	-	-	-	-	4	3	360 - 528	450	447	
100 - 399	F	6	6		236 - 310	278	277	-	-	-	-	-	-	-	-	-	-	
400 +	M	5	4		342 - 400	390	379	-	-	-	-	-	-	-	-	-	-	
TYPE OF FIRM REPORTING																		
Retail Firms	M	7	6		346 - 528	455	445	-	-	-	-	-	4	3	360 - 528	450	447	
Retail Firms	F	4	3		217 - 290	281	267	-	-	-	-	-	-	-	-	-	-	
Institutions	M	5	5		342 - 450	395	390	3	3	342 - 450	397	396	-	-	-	-	-	
Institutions	F	13	12		195 - 310	230	237	-	-	-	-	-	-	-	-	-	-	
Summary	M	14	12		342 - 528	398	418	6	5	342 - 523	424	426	7	6	360 - 528	400	421	
Summary	F	17	15		195 - 310	230	244	4	4	218 - 290	273	264	-	-	-	-	-	

Definition of Duties: **COOK:** Under direction, prepares and cooks soups, meats, vegetables, desserts and other foodstuffs. Assists with the training of kitchen orderlies, measures out food for diets, assists in cleaning equipment.

Definition of Duties: **CHEF OR CHIEF COOK:** Supervises activities in the kitchen of a medium sized establishment. Assigns work to staff, requisitions food and supplies. Performs or assists in the preparation of the menu.

MONTHLY SALARY AND WAGE RATES

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Size of firm (based on Total Employees)	ALBERTA								CALGARY						EDMONTON					
	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average			No. Employed	No. of Firms	Range	Median Rate	Weighted Average			No. Employed	No. of Firms	Range	Median Rate	Weighted Average
and Type of Firm Reporting				\$	\$	\$					\$	\$	\$					\$	\$	\$
<u>SIZE OF FIRM</u>																				
100 - 399	M	4	3	285 - 346	306	311			-	-	-	-	-	-	-	-	-	-	-	-
100 - 399	F	5	4	173 - 237	217	210			-	-	-	-	-	-	-	-	-	-	-	-
400 +	M	6	4	310 - 344	329	328			-	-	-	-	-	-	-	-	-	-	-	-
<u>TYPE OF FIRM REPORTING</u>																				
Department Store	F	9	4	155 - 281	208	202			-	-	-	-	-	-	-	-	-	-	-	-
Retail Firms	M	7	4	285 - 346	343	325			-	-	-	-	-	-	-	-	-	-	-	-
Institutions	M	6	4	310 - 344	329	328			-	-	-	-	-	-	-	-	-	-	-	-
Institutions	F	4	4	199 - 237	211	215			-	-	-	-	-	-	-	-	-	-	-	-
Summary	M	15	10	282 - 346	315	322	5	3	314 - 346	344	338	6	5	282 - 315	306	301				
Summary	F	17	9	155 - 281	208	209	-	-	-	-	-	7	4	156 - 201	208	205				
<u>SIZE OF FIRM</u>																				
100 - 399	F	3	3	320 - 350	320	330			-	-	-	-	-	-	-	-	-	-	-	-
<u>TYPE OF FIRM REPORTING</u>																				
Institutions	F	11	5	300 - 380	328	336	9	3	300 - 380	328	336	-	-	-	-	-	-	-	-	-
Summary	F	11	5	300 - 380	328	336	9	3	300 - 380	328	336	-	-	-	-	-	-	-	-	-
<u>TYPE OF FIRM REPORTING</u>																				
Institutions	F	6	4	355 - 515	423	422	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Summary	F	6	4	355 - 515	423	422	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>SIZE OF FIRM</u>																				
40 - 99	F	55	6	148 - 180	150	156	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100 - 399	F	167	8	150 - 200	166	170	-	-	-	-	-	-	-	-	-	-	-	-	-	-
400 +	F	265	3	147 - 206	180	180	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>TYPE OF FIRM REPORTING</u>																				
Institutions	F	488	18	147 - 206	175	174	180	3	147 - 206	191	184	-	-	-	-	-	-	-	-	-
Summary	F	490	19	147 - 206	175	174	180	3	147 - 206	191	184	120	3	150 - 190	165	167				

Definition of Duties: BAKER: Under direction, bakes bread, cakes, pastries and pies. Makes icings and fillings. May specialize in one particular type of baking.

Definition of Duties: DIETITIAN (Beginning Level): Develops and plans general and special diets in a hospital or institution, and supervises their preparation, consults with doctors on contents of special diets and the use of substitute food, inspects special diets served to patients, requisitions needed supplies and equipment. This is the first professional level. College graduate with specialization in home economics or dietetics, preferably with completion of an approved internship.

Definition of Duties: DIETITIAN (Experienced): Duties as above but work is performed in a very large hospital or institution requiring the management of extensive culinary facilities and the supervision of professional assistants.

Definition of Duties: HOSPITAL MAID (FEMALE): Under direction assists in cleaning hospital wards and dormitories. May assist in serving meals to patients, distributing nourishment and ice water and in collecting empty trays and dishes. Primary concern is domestic work, seldom performs any personal service for patients.

MONTHLY SALARY AND WAGE RATES

	ALBERTA						CALGARY						EDMONTON					
Size of firm (based on Total Employees)																		
and	M - Male	F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	
Type of Firm Reporting																		
					\$	\$	\$			\$	\$	\$			\$	\$	\$	
SIZE OF FIRM	HOSPITAL PORTER (MALE)																	
40 - 99	M	4	3		200 - 248	217	221	-	-	-	-	-	-	-	-	-	-	
100 - 399	M	11	3		230 - 284	263	267	-	-	-	-	-	-	-	-	-	-	
400 +	M	41	3		230 - 287	287	275	-	-	-	-	-	-	-	-	-	-	
TYPE OF FIRM REPORTING																		
Institutions	M	57	10		200 - 287	274	270	-	-	-	-	-	-	-	-	-	-	
Summary	M	57	10		200 - 287	274	270	-	-	-	-	-	-	-	-	-	-	
TYPE OF FIRM REPORTING	RESIDENCE HOUSEKEEPER (NIGHTS)																	
Institutions	F	10	5		152 - 239	190	182	-	-	-	-	-	-	-	-	-	-	
Summary	F	10	5		152 - 239	190	182	-	-	-	-	-	-	-	-	-	-	
SIZE OF FIRM	RESIDENCE HOUSEKEEPER (DAYS)																	
400 +	F	14	3		152 - 249	191	196	-	-	-	-	-	-	-	-	-	-	
TYPE OF FIRM REPORTING																		
Institutions	F	18	7		152 - 249	191	194	-	-	-	-	-	-	-	-	-	-	
Summary	F	18	7		152 - 249	191	194	-	-	-	-	-	-	-	-	-	-	
SIZE OF FIRM	LAUNDRY OPERATOR, HEAVY DUTIES																	
40 - 99	F	9	4		150 - 160	150	154	-	-	-	-	-	-	-	-	-	-	
100 - 399	M	12	6		240 - 280	263	259	-	-	-	-	-	-	-	-	-	-	
400 +	M	10	3		256 - 299	282	281	-	-	-	-	-	-	-	-	-	-	
TYPE OF FIRM REPORTING																		
Retail Firms	M	8	4		241 - 274	263	259	-	-	-	-	-	-	-	-	-	-	
Institutions	M	16	7		240 - 299	278	273	-	-	-	-	-	-	-	-	-	-	
Institutions	F	14	5		150 - 176	160	160	-	-	-	-	-	-	-	-	-	-	
Summary	M	24	11		240 - 299	265	268	12	3	256 - 299	279	277	5	3	241 - 290	260	259	
Summary	F	14	5		150 - 176	160	160	-	-	-	-	-	-	-	-	-	-	

Definition of Duties: **HOSPITAL PORTER (MALE):** Similar to Hospital Maid (Female) but incumbent is male and typically performs heavy duties such as cleaning, waxing and polishing floors, stairways, metal fixtures, ceilings, walls, windows and other high places, cleans washrooms and disposes of waste or litter.

Definition of Duties: **RESIDENCE HOUSEKEEPER (NIGHTS):** Responsible for discipline and the enforcement of regulations in a residence for nurses and/or students in training. Supervises and participates in routine housekeeping.

Definition of Duties: **RESIDENCE HOUSEKEEPER (DAYS):** Responsible for administration of nurses and/or students residence, prescribes regulations, assigns quarters, issues uniforms, orders supplies. Also performs duties shown for night housekeeper.

Definition of Duties: **LAUNDRY OPERATOR, HEAVY DUTIES:** Performs one or more of the heavier duties in a hospital, institutional, or commercial laundry. Operates laundry equipment, such as washers, extractors and dryers, tumblers and feather washing and sterilizing machines. May be designated as 'Washman', 'Extractor Operator', 'Tumbler Operator'.

MONTHLY SALARY AND WAGE RATES

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		ALBERTA												CALGARY												EDMONTON											
Size of firm (based on Total Employees)																																					
and	M - Male	F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average																	
Type of Firm Reporting																																					
					\$	\$	\$				\$	\$	\$				\$	\$	\$			\$	\$	\$													
SIZE OF FIRM	LAUNDRY SUPERVISOR																																				
40 - 99	F	9	7		165 - 204	180	180	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
100 - 399	F	5	5		165 - 260	205	211	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
400 +	M	3	3		315 - 397	390	367	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
TYPE OF FIRM REPORTING																																					
Institutions	M	4	4		315 - 397	359	358	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
Institutions	F	14	12		165 - 260	180	190	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
Summary	M	6	6		313 - 411	359	359	3	3	313 - 397	300	367	-	-	-	-	-	-	-	-	-	-	-	-	-												
Summary	F	16	14		165 - 260	184	194	3	3	170 - 260	204	211	-	-	-	-	-	-	-	-	-	-	-	-	-												
SIZE OF FIRM	SEAMSTRESS																																				
40 - 99	F	4	3		175 - 210	178	185	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
100 - 399	F	18	9		160 - 220	191	192	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
TYPE OF FIRM REPORTING																																					
Retail Firms	F	11	6		165 - 210	191	188	5	3	171 - 203	178	187	6	3	165 - 210	191	190	-	-	-	-	-	-	-	-												
Institutions	F	26	9		160 - 220	190	189	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
Summary	F	37	15		160 - 220	191	189	12	4	171 - 216	191	193	13	4	165 - 210	180	183	-	-	-	-	-	-	-	-												
TYPE OF FIRM REPORTING	SEAMSTRESS (SKILLED)																																				
Institutions	F	6	3		186 - 249	194	202	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
Summary	F	9	5		186 - 249	194	205	4	3	191 - 249	221	221	-	-	-	-	-	-	-	-	-	-	-	-	-												
SIZE OF FIRM	HOSPITAL ADMINISTRATOR																																				
1 - 39	M	3	3		550 - 750	600	633	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
40 - 99	M	3	3		520 - 833	525	626	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
40 - 99	F	3	3		450 - 500	475	475	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
100 - 399	M	7	7		489 - 850	583	640	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												

Definition of Duties: **LAUNDRY SUPERVISOR:** Directs a small group of workers engaged in laundering soiled linens and clothes using power machinery, schedules flow of work concerned with receiving, sorting, checking, and dispatching of laundry, and the operations of the various light and heavy washing and ironing equipment. This class supervises only a small laundry and in a large establishment would be the assistant to the Laundry Supervisor.

Definition of Duties: **SEAMSTRESS:** Performs under close supervision, routine sewing, altering and mending duties, by hand or machine, including linens, garments, uniforms, curtains, and other cloth or canvas articles.

Definition of Duties: **SEAMSTRESS (Skilled):** Performs skilled sewing, altering and mending. Cuts patterns, fits and assembles, operates hemstitchers, cloth-cutters and button-hole machines. Supervises other seamstresses engaged in routine work.

Definition of Duties: **HOSPITAL ADMINISTRATOR:** Performs beginning level, professional, administrative work in a hospital or clinic, either as business manager or administrator in a small establishment, or as an assistant in a larger one. Requires university graduate in commerce or business administration with courses in hospital organization and management.

		ALBERTA						CALGARY						EDMONTON					
Size of firm (based on Total Employees)		M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
and Type of Firm Reporting																			
					\$	\$	\$			\$	\$	\$			\$	\$	\$		
TYPE OF FIRM REPORTING		Hospital Administrator (Continued)																	
Institutions		M	14	14	489 - 850	592	639	-	-	-	-	-	-	4	4	550 - 833	723	707	
Institutions		F	5	5	370 - 545	475	468	-	-	-	-	-	-	-	-	-	-	-	
Summary		M	14	14	489 - 850	592	639	-	-	-	-	-	-	4	4	550 - 833	723	707	
Summary		F	5	5	370 - 545	475	468	-	-	-	-	-	-	-	-	-	-	-	
SIZE OF FIRM		MEDICAL RECORDS LIBRARIAN																	
40 - 99		F	3	3	220 - 260	255	245	-	-	-	-	-	-	-	-	-	-	-	
100 - 399		F	6	6	250 - 343	328	308	-	-	-	-	-	-	-	-	-	-	-	
400 +		F	10	3	262 - 340	288	296	-	-	-	-	-	-	-	-	-	-	-	
TYPE OF FIRM REPORTING																			
Institutions		F	20	13	220 - 343	303	292	4	3	220 - 340	295	287	9	3	260 - 335	275	291		
Summary		F	20	13	220 - 343	288	292	4	3	220 - 340	294	287	9	3	260 - 335	275	291		
SIZE OF FIRM		HOSPITAL ATTENDANT																	
100 - 399		M	28	5	240 - 300	270	269	-	-	-	-	-	-	-	-	-	-	-	
400 +		M	81	4	243 - 300	263	272	-	-	-	-	-	72	3	245 - 300	263	273		
TYPE OF FIRM REPORTING																			
Institutions		M	109	9	240 - 300	265	272	-	-	-	-	-	72	3	245 - 300	263	273		
Institutions		F	110	4	150 - 206	176	178	-	-	-	-	-	-	-	-	-	-	-	
Summary		M	109	9	240 - 300	265	272	-	-	-	-	-	72	4	245 - 300	263	273		
Summary		F	110	4	150 - 206	176	178	-	-	-	-	-	-	-	-	-	-	-	
TYPE OF FIRM REPORTING		CHARGE ATTENDANT																	
Institutions		M	5	4	300 - 330	307	312	-	-	-	-	-	-	-	-	-	-	-	
Summary		M	5	4	300 - 330	307	312	-	-	-	-	-	-	-	-	-	-	-	

Definition of Duties: MEDICAL RECORDS LIBRARIAN: Sets up and maintains a system of filing medical records, statistics and reports according to medical nomenclature. Assembles and checks case records, indexes and files records, medical tabulations, and reports of diagnosis, operations, laboratory tests, autopsies, and treatment plans, summarizes cases. Requires Registered Record Librarian.

Definition of Duties: HOSPITAL ATTENDANT: Performs routine non-professional work in the care of hospital patients which does not require nurse's training, bathes, feeds, and dresses patients, keeps the patients and their beds, clothing and quarters clean, observes, keeps records of, and reports on the condition and behaviour of patients, directs the work, recreation, and exercise of patients.

Definition of Duties: CHARGE ATTENDANT: Directs large medical orderly and ward housekeeping programmes, supervises the maintenance of certain equipment. Works with considerable independence, subject to general supervision from medical or senior nursing personnel.

MONTHLY SALARY AND WAGE RATES

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	ALBERTA								CALGARY				EDMONTON							
Size of firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average				
Type of Firm Reporting																				
				\$	\$	\$			\$	\$	\$			\$	\$	\$				
CERTIFIED NURSING AIDE																				
SIZE OF FIRM																				
40 - 99	F	70	7	185 - 220	199	198	-	-	-	-	-	-	-	-	-	-				
100 - 399	F	164	7	185 - 225	200	203	-	-	-	-	-	-	-	-	-	-				
400 +	F	507	5	185 - 226	207	207	-	-	-	-	-	291	3	185 - 221	200	203				
TYPE OF FIRM REPORTING																				
Institutions	F	753	21	185 - 226	204	205	267	4	185 - 226	209	210	291	3	185 - 221	200	203				
Summary	F	753	21	185 - 226	204	205	267	4	185 - 226	209	210	291	3	185 - 221	200	203				
PHYSIOTHERAPIST																				
SIZE OF FIRM																				
40 - 99	F	13	3	310 - 370	325	335	-	-	-	-	-	-	-	-	-	-				
100 - 399	F	7	3	300 - 350	320	320	-	-	-	-	-	-	-	-	-	-				
TYPE OF FIRM REPORTING																				
Institutions	M	4	3	200 - 388	290	292	-	-	-	-	-	-	-	-	-	-				
Institutions	F	36	9	287 - 395	317	321	11	3	287 - 328	305	306	19	4	288 - 395	325	325				
Summary	M	4	3	200 - 388	290	292	-	-	-	-	-	-	-	-	-	-				
Summary	F	36	12	287 - 395	317	321	11	3	287 - 328	305	306	19	4	288 - 395	325	325				
LABORATORY ASSISTANT (MEDICAL)																				
SIZE OF FIRM																				
1 - 39	F	3	3	170 - 210	180	187	-	-	-	-	-	-	-	-	-	-				
40 - 99	F	6	3	182 - 230	191	198	-	-	-	-	-	-	-	-	-	-				
100 - 399	F	7	4	175 - 265	215	217	-	-	-	-	-	-	-	-	-	-				
TYPE OF FIRM REPORTING																				
Institutions	M	4	4	210 - 350	377	281	-	-	-	-	-	-	-	-	-	-				
Institutions	F	26	12	170 - 265	194	204	8	3	175 - 262	185	209	8	3	175 - 230	192	196				
Summary	M	4	4	210 - 350	250	281	-	-	-	-	-	-	-	-	-	-				
Summary	F	26	14	170 - 265	194	204	8	3	175 - 262	185	209	8	4	175 - 230	192	196				

Definition of Duties: CERTIFIED NURSING AIDE: Performs routine nursing care, normally under close supervision from a registered nurse. Incumbent should possess certification as a Nursing Aide.

Definition of Duties: PHYSIOTHERAPIST: Following registration with the Canadian Physiotherapy Association, licencing by a province or other evidence of satisfactory training and experience, qualified to treat disorders and conditions, under medical direction, using all the arts of physical therapy, exercise, massage, heliotherapy, electrotherapy, mechanical therapy, hydrotherapy.

Definition of Duties: LABORATORY ASSISTANT (MEDICAL): Incumbent should have good formal educational background, at least at the Junior Matriculation level, and preferably some experience or training in laboratory work. Performs routine tests and analyses, catalogues specimen, washes laboratory glassware, makes up solutions and staining preparations. Work is performed under supervision from a laboratory technician.

MONTHLY SALARY AND WAGE RATES

	ALBERTA								CALGARY						EDMONTON					
Size of Firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average				
and Type of Firm Reporting																				
				\$	\$	\$			\$	\$	\$			\$	\$	\$				
SIZE OF FIRM	LABORATORY TECHNICIAN (MEDICAL)																			
1 - 39	F	3	3	285 - 305	285	292	-	-	-	-	-	-	-	-	-	-				
40 - 99	F	6	4	285 - 335	303	303	-	-	-	-	-	-	-	-	-	-				
100 - 399	F	20	6	280 - 320	295	295	-	-	-	-	-	-	-	-	-	-				
TYPE OF FIRM REPORTING																				
Institutions	M	6	4	295 - 420	320	335	-	-	-	-	-	-	-	-	-	-				
Institutions	F	74	15	275 - 340	297	298	27	4	280 - 335	303	304	25	5	275 - 340	285	292				
Summary	M	6	4	295 - 420	320	335	-	-	-	-	-	-	-	-	-	-				
Summary	F	74	15	275 - 340	297	298	27	4	280 - 335	303	304	25	5	275 - 340	285	292				
SIZE OF FIRM	LABORATORY TECHNICIAN (MEDICAL) SUPERVISOR																			
100 - 399	F	3	3	320 - 350	340	337	-	-	-	-	-	-	-	-	-	-				
400 +	F	8	3	300 - 410	355	358	-	-	-	-	-	-	-	-	-	-				
TYPE OF FIRM REPORTING																				
Institutions	F	11	6	300 - 410	345	352	3	3	320 - 410	397	376	-	-	-	-	-				
Summary	F	11	6	300 - 410	345	352	3	3	320 - 410	397	376	-	-	-	-	-				
SIZE OF FIRM	X-RAY TECHNICIAN-GENERAL GRADE																			
1 - 39	F	10	10	250 - 310	287	283	-	-	-	-	-	-	-	-	-	-				
40 - 99	F	8	4	250 - 315	281	278	-	-	-	-	-	-	-	-	-	-				
100 - 399	M	5	4	290 - 406	320	338	-	-	-	-	-	-	-	-	-	-				
100 - 399	F	7	3	280 - 325	290	295	-	-	-	-	-	-	-	-	-	-				
400 +	M	3	3	249 - 375	350	325	-	-	-	-	-	-	-	-	-	-				
TYPE OF FIRM REPORTING																				
Institutions	M	10	9	249 - 406	353	345	-	-	-	-	-	3	3	350 - 395	375	373				
Institutions	F	45	18	250 - 325	285	283	-	-	-	-	-	18	4	270 - 315	280	283				
Summary	M	10	9	249 - 406	353	345	-	-	-	-	-	3	3	350 - 395	375	373				
Summary	F	45	18	250 - 325	285	283	-	-	-	-	-	18	4	270 - 315	280	283				

Definition of Duties: **LABORATORY TECHNICIAN (MEDICAL):** Following graduation from a recognized training institution, registration with the Canadian Society of Laboratory Technologists, or by other evidence of satisfactory training and experience, qualified to use delicate apparatus to perform such laboratory tests as urinalyses, blood counts, coagulation, malarial smears, blood typing, etc., and to detect the presence or absence of bacteria by making blood tests of the blood tissues and secretions of patients, using such instruments as microscope and micrometer.

Definition of Duties: **LABORATORY TECHNICAL (MEDICAL) SUPERVISOR:** Under medical direction, supervises and co-ordinates the work of employees of a laboratory. Performs complex and delicate work personally. Requires university graduation in laboratory technology.

Definition of Duties: **X-RAY TECHNICIAN-GENERAL GRADE:** Following graduation from a recognized training institute, registration with the Canadian Society of Radiological Technicians, or by other evidence of satisfactory training and experience, qualified to operate x-ray equipment and give electrical treatments, under medical direction, to develop x-ray films, and make minor repairs to x-ray equipment.

MONTHLY SALARY AND WAGE RATES

49

	ALBERTA								CALGARY						EDMONTON							
Size of firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average			
and Type of Firm Reporting																						
					\$	\$	\$			\$	\$	\$				\$	\$	\$				
TYPE OF FIRM REPORTING	X-RAY TECHNICIAN - SUPERVISOR																					
Institutions	M	5	5	375	-	450	410	408	-	-	-	-	-	-	-	-	-	-				
Institutions	F	5	4	300	-	345	325	323	-	-	-	-	-	4	3	300	-	330	320	318		
Summary	M	5	5	375	-	450	410	408	-	-	-	-	-	-	-	-	-	-	-	-		
Summary	F	5	4	300	-	345	325	323	-	-	-	-	-	4	3	300	-	330	320	318		
TYPE OF FIRM REPORTING	OCCUPATIONAL THERAPIST																					
Institutions	F	12	3	275	-	370	334	324	-	-	-	-	-	-	-	-	-	-	-	-		
Summary	F	12	3	275	-	370	334	324	-	-	-	-	-	-	-	-	-	-	-	-		
SIZE OF FIRM	NURSE																					
1 - 39	F	24	4	285	-	315	303	298	-	-	-	-	-	-	-	-	-	-	-	-		
40 - 99	F	104	7	285	-	315	295	295	-	-	-	-	-	-	-	-	-	-	-	-		
100 - 399	F	243	6	285	-	319	295	294	-	-	-	-	-	-	-	-	-	-	-	-		
400 +	F	850	5	285	-	315	295	297	397	3	285	-	315	299	300	453	4	285	-	315	295	295
TYPE OF FIRM REPORTING																						
Institutions	F	1221	30	285	-	319	295	297	446	5	285	-	315	299	299	457	6	285	-	315	295	295
Summary	F	1221	30	285	-	319	295	297	446	5	285	-	315	299	299	457	6	285	-	315	295	295
SIZE OF FIRM	CHARGE NURSE																					
40 - 99	F	5	3	320	-	355	350	342	-	-	-	-	-	-	-	-	-	-	-	-		
100 - 399	F	55	9	320	-	360	335	337	-	-	-	-	-	-	-	-	-	-	-	-		
400 +	F	146	7	320	-	361	345	345	60	3	328	-	361	360	354	86	4	320	-	360	340	338
TYPE OF FIRM REPORTING																						
Institutions	F	206	19	320	-	361	345	343	64	4	328	-	361	360	353	86	4	320	-	360	340	338
Summary	F	206	19	320	-	361	345	343	64	4	328	-	361	360	353	86	4	320	-	360	340	338

Definition of Duties: X-RAY TECHNICIAN - SUPERVISOR: Under medical direction, supervises and co-ordinates the work of subordinate technicians and others in the x-ray department.

Definition of Duties: OCCUPATIONAL THERAPIST: Plans, develops, and administers therapeutic treatment under the general direction of medical staff, uses judgment to select treatments which fit these directions. Supervises a staff of aides. Requires diploma in Occupational Therapy.

Definition of Duties: NURSE: Under supervision, performs professional nursing duties in various fields of nursing services in a hospital, institution or clinic. (Includes graduates of a recognized School of Nursing, registered in the Province of Alberta, but does not include unregistered immigrant nurses, or graduates of courses in psychiatric or other specialized nursing subjects even though such graduates may be licensed, certified or registered by the Province.)

Definition of Duties: CHARGE NURSE: Supervises the nursing services in a ward or unit of a hospital or institution, or in a clinic dealing with specific health problems.

MONTHLY SALARY AND WAGE RATES

	ALBERTA								CALGARY				EDMONTON					
Size of firm (based on Total Employees)																		
and	M - Male	F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	
Type of Firm Reporting																		
					\$	\$	\$			\$	\$	\$			\$	\$	\$	
SIZE OF FIRM	NURSING SHIFT SUPERVISOR																	
40 - 99	F	7	3		325 - 345	325	320	-	-	-	-	-	-	-	-	-	-	
100 - 399	F	15	5		324 - 395	350	355	-	-	-	-	-	-	-	-	-	-	
400 +	F	42	6		325 - 395	360	360	-	-	-	-	-	26	4	325 - 380	360	360	
TYPE OF FIRM REPORTING																		
Institutions	F	64	16		324 - 395	360	356	22	4	325 - 395	344	351	26	4	325 - 380	360	360	
Summary	F	64	16		324 - 395	360	356	22	4	325 - 395	344	351	26	4	325 - 380	360	360	
SIZE OF FIRM	NURSING INSTRUCTOR																	
100 - 399	F	13	3		330 - 390	350	355	-	-	-	-	-	-	-	-	-	-	
400 +	F	52	8		340 - 397	370	368	-	-	-	-	-	30	4	340 - 395	360	364	
TYPE OF FIRM REPORTING																		
Institutions	F	66	11		330 - 397	363	366	24	4	344 - 397	373	375	30	4	340 - 395	360	364	
Summary	F	66	11		330 - 397	363	366	24	4	344 - 397	373	375	30	4	340 - 395	360	364	
SIZE OF FIRM	JUNIOR STOCKKEEPER																	
1 - 39	M	21	19		173 - 350	229	243	5	5	185 - 281	220	233	5	5	173 - 350	288	273	
40 - 99	M	17	11		210 - 345	248	251	8	5	210 - 299	244	247	9	6	210 - 345	260	256	
100 - 399	M	12	8		195 - 350	250	268	-	-	-	-	-	9	5	195 - 350	267	276	
400 +	M	34	6		182 - 350	287	277	22	4	182 - 350	261	270	-	-	-	-	-	
TYPE OF FIRM REPORTING																		
Manufacturing	M	9	8		250 - 350	305	304	3	3	250 - 348	260	286	5	4	276 - 350	305	312	
Public Service	M	18	4		195 - 350	306	292	-	-	-	-	-	-	-	-	-	-	
Department Store	M	13	3		182 - 238	221	217	-	-	-	-	-	-	-	-	-	-	
Wholesale Firms	M	15	10		173 - 299	232	236	6	4	219 - 299	249	255	7	5	173 - 285	232	234	
Automotive Firms	M	11	7		185 - 285	210	225	4	3	185 - 240	215	214	-	-	-	-	-	
Retail Firms	M	8	8		210 - 340	234	252	3	3	210 - 281	230	240	-	-	-	-	-	
Summary	M	84	44		173 - 350	250	262	37	16	182 - 350	240	258	36	18	173 - 350	281	275	
Summary	F	18	3		180 - 270	195	197	-	-	-	-	-	-	-	-	-	-	

Definition of Duties: NURSING SHIFT SUPERVISOR: Supervises a shift, or in large hospitals shares in the supervision of a shift. Assists senior personnel in various phases of management work, and exercises administrative control during the absence of superiors.

Definition of Duties: NURSING INSTRUCTOR: Instructs specific nursing training programmes for student nurses and attendants. Responsible for preparation and presentation of lectures.

Definition of Duties: JUNIOR STOCKKEEPER: Performs routine manual and clerical work in the receipt, handling, issuance and recording of a limited line or type of materials. The work is performed under close supervision and in accordance with fixed work methods and standards.

MONTHLY SALARY AND WAGE RATES

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	ALBERTA										CALGARY										EDMONTON									
Size of firm (based on Total Employees)																														
and	M - Male	F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average													
Type of Firm Reporting																														
					\$	\$	\$			\$	\$	\$			\$	\$	\$													
SIZE OF FIRM	STOCKKEEPER																													
1 - 39	M	20	18		250 - 375	300	300	6	6	250 - 300	271	274	8	6	260 - 375	297	304													
40 - 99	M	22	13		265 - 397	319	321	9	4	275 - 375	290	310	11	7	265 - 359	324	318													
100 - 399	M	79	21		240 - 400	325	324	9	7	240 - 390	340	336	64	8	240 - 400	325	325													
400 +	M	25	7		260 - 395	325	319	10	3	260 - 356	292	306	15	4	275 - 395	338	327													
TYPE OF FIRM REPORTING																														
Manufacturing	M	18	14		275 - 400	343	346	3	3	314 - 354	350	339	11	7	275 - 400	335	347													
Oil Firms	M	6	3		265 - 385	302	316	-	-	- -	-	-	-	-	- -	-	-													
Public Service	M	64	4		280 - 356	325	323	-	-	- -	-	-	-	-	- -	-	-													
Wholesale Firms	M	11	9		250 - 390	320	310	6	4	250 - 390	320	314	4	4	260 - 325	305	299													
Automotive Firms	M	16	7		240 - 375	290	294	8	3	260 - 330	290	294	-	-	- -	-	-													
Retail Firms	M	7	7		270 - 357	335	323	3	3	281 - 340	335	319	-	-	- -	-	-													
Institutions	M	10	7		240 - 338	278	289	-	-	- -	-	-	-	-	- -	-	-													
Construction	M	8	7		286 - 375	320	326	-	-	- -	-	-	6	5	286 - 350	305	317													
Summary	M	146	59		240 - 400	325	320	34	20	240 - 390	302	309	98	25	240 - 400	325	323													
SIZE OF FIRM	CHIEF STOCKKEEPER																													
1 - 39	M	23	23		300 - 500	385	392	8	8	320 - 500	385	396	10	10	300 - 500	380	402													
40 - 99	M	16	14		300 - 488	392	386	7	7	385 - 488	425	433	7	5	300 - 400	375	353													
100 - 399	M	28	16		286 - 500	375	373	5	4	310 - 500	444	426	20	9	286 - 440	368	355													
400 +	M	16	11		345 - 435	393	395	5	5	381 - 430	410	407	11	6	345 - 435	375	390													
TYPE OF FIRM REPORTING																														
Manufacturing	M	10	10		350 - 484	425	416	-	-	- -	-	-	6	6	362 - 440	425	415													
Oil Firms	M	5	5		310 - 500	450	432	4	4	310 - 500	437	421	-	-	- -	-	-													
Public Service	M	17	5		300 - 435	375	380	-	-	- -	-	-	15	3	300 - 435	375	375													
Department Store	M	5	5		303 - 411	325	347	-	-	- -	-	-	-	-	- -	-	-													
Wholesale Firms	M	24	19		286 - 498	349	370	7	6	401 - 488	427	437	13	9	286 - 498	320	339													
Automotive Firms	M	10	10		310 - 425	375	374	6	6	320 - 425	380	382	-	-	- -	-	-													
Retail Firms	M	8	6		300 - 500	385	415	3	3	385 - 500	385	423	5	3	300 - 500	375	410													
Summary	M	83	64		286 - 500	381	385	25	24	310 - 500	423	414	48	30	286 - 500	375	372													
Summary	F	3	3		238 - 345	253	279	-	-	- -	-	-	-	-	- -	-	-													

Definition of Duties: **STOCKKEEPER:** Performs varied manual and clerical work in a stockroom including determination of stock requirements, preparation of order sheets and requisitions, contacting vendors, review and verification of sales orders. Assists in the training of new personnel and is responsible for the stock area in the absence of the supervisor.

Definition of Duties: **CHIEF STOCKKEEPER:** Supervises the operation of a moderately sized stockroom including procuring, receiving, storing and issuing of a great variety of materials, supplies, equipment and machinery. Supervision is exercised over a staff of from 4 to 7 employees.

MONTHLY SALARY AND WAGE RATES

	ALBERTA								CALGARY				EDMONTON									
Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average			
				\$	\$	\$				\$	\$	\$	\$			\$	\$	\$				
SIZE OF FIRM	WAREHOUSE ORDER DESK CLERK																					
1 - 39	M	79	45	225	-	357	300	292	29	13	225	-	355	285	286	33	20	225	-	350	300	296
1 - 39	F	5	3	195	-	285	200	229	5	3	195	-	285	200	229	-	-	-	-	-	-	
40 - 99	M	49	20	215	-	370	300	297	14	6	250	-	362	314	315	32	11	215	-	370	295	286
100 - 399	M	58	18	215	-	360	300	293	17	6	218	-	343	312	287	41	12	215	-	360	295	295
TYPE OF FIRM REPORTING																						
Manufacturing	M	14	11	250	-	360	302	302	-	-	-	-	-	-	-	8	5	260	-	350	278	289
Wholesale Firms	M	123	47	215	-	370	298	292	47	15	218	-	362	298	290	68	26	215	-	370	300	293
Wholesale Firms	F	5	3	195	-	285	200	229	5	3	195	-	285	200	229	-	-	-	-	-	-	
Automotive Firms	M	28	13	215	-	360	300	296	3	3	300	-	330	325	318	20	7	215	-	360	300	295
Retail Firms	M	21	11	225	-	355	285	287	7	4	255	-	355	300	301	11	5	225	-	350	285	283
Summary	M	189	85	215	-	370	300	294	60	25	218	-	362	299	293	109	45	215	-	370	300	293
Summary	F	5	3	195	-	285	200	229	5	3	195	-	285	200	229	-	-	-	-	-	-	
SIZE OF FIRM	WAREHOUSE COUNTERMAN																					
1 - 39	M	38	25	240	-	330	290	291	12	10	240	-	330	278	285	8	6	240	-	330	315	302
40 - 99	M	35	12	235	-	335	286	288	14	4	260	-	335	288	293	19	6	235	-	320	275	283
100 - 399	M	65	15	230	-	345	280	285	18	5	230	-	320	288	284	46	9	235	-	345	287	286
TYPE OF FIRM REPORTING																						
Manufacturing	M	26	7	246	-	336	288	292	-	-	-	-	-	-	-	24	5	246	-	336	288	292
Oil Firms	M	3	3	280	-	315	280	292	-	-	-	-	-	-	-	-	-	-	-	-	-	
Wholesale Firms	M	79	26	235	-	335	285	288	30	10	240	-	330	285	288	35	10	235	-	335	286	288
Automotive Firms	M	44	15	230	-	345	275	283	12	7	230	-	325	275	280	27	4	235	-	345	275	283
Summary	M	155	54	230	-	345	288	288	44	19	230	-	335	283	287	90	23	235	-	345	288	288
SIZE OF FIRM	WAREHOUSE ORDER FILLER																					
1 - 39	M	38	25	225	-	350	260	272	16	10	227	-	350	298	292	17	11	225	-	321	260	260
40 - 99	M	64	15	210	-	342	270	276	31	7	225	-	338	263	268	32	7	210	-	342	295	284
100 - 399	M	67	12	210	-	355	303	284	-	-	-	-	-	-	-	60	8	213	-	355	303	286
400 +	M	14	3	260	-	360	354	319	-	-	-	-	-	-	-	-	-	-	-	-	-	

Definition of Duties: WAREHOUSE ORDER DESK CLERK: Takes orders and sells merchandise, writes up mail orders and orders received by telephone. Also prepares priced quotations and bids for customers. Performs other clerical functions pertaining to sale and delivery of merchandise to customers.

Definition of Duties: WAREHOUSE COUNTERMAN: Waits on immediate order customers in call-order department. Must have specialized knowledge of particular department in which he works. Performs other clerical functions pertaining to sale and delivery of merchandise to customers.

Definition of Duties: WAREHOUSE ORDER FILLER: Picks merchandise from bins and shelves to fill customers orders. Moves merchandise in warehouse truck to packing room and lays it out on packing bench ready for checking.

MONTHLY SALARY AND WAGE RATES

53

	ALBERTA								CALGARY				EDMONTON								
Size of firm (based on Total Employees)																					
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average					
Type of Firm Reporting																					
				\$	\$	\$			\$	\$	\$			\$	\$	\$					
TYPE OF FIRM REPORTING	Warehouse Order Filler (Continued)																				
Manufacturing	M	32	10	245 - 360	297	305	-	-	-	-	-	18	5	245 - 342	276	282					
Wholesale Firms	M	129	32	210 - 350	273	276	42	13	210 - 350	263	270	84	17	210 - 321	303	280					
Automotive Firms	M	10	5	220 - 350	275	275	-	-	-	-	-	7	3	220 - 350	280	276					
Retail Firms	M	7	4	250 - 320	260	276	-	-	-	-	-	-	-	-	-	-					
Summary	M	183	55	210 - 360	286	282	55	20	210 - 360	270	279	114	27	210 - 355	295	280					
SIZE OF FIRM	WAREHOUSE CHECKER																				
1 - 39	M	11	11	230 - 325	288	288	6	6	230 - 325	290	285	-	-	-	-	-					
40 - 99	M	31	12	250 - 325	288	284	15	4	270 - 295	270	277	16	8	250 - 325	291	292					
100 - 399	M	27	5	235 - 334	312	287	-	-	-	-	-	21	3	235 - 334	271	286					
400 +	M	23	6	262 - 392	368	366	-	-	-	-	-	13	3	310 - 388	366	364					
TYPE OF FIRM REPORTING																					
Manufacturing	M	33	9	292 - 392	366	357	-	-	-	-	-	17	5	303 - 388	366	349					
Wholesale Firms	M	59	21	230 - 334	280	283	23	8	230 - 325	270	281	33	10	235 - 334	286	283					
Summary	M	97	34	230 - 392	305	309	38	13	230 - 392	290	309	52	16	235 - 388	303	307					
SIZE OF FIRM	WAREHOUSE PACKER																				
1 - 39	M	10	7	225 - 311	277	275	-	-	-	-	-	6	5	225 - 303	250	254					
1 - 39	F	4	3	160 - 241	183	192	-	-	-	-	-	-	-	-	-	-					
40 - 99	M	20	9	225 - 333	255	267	6	3	225 - 333	255	264	14	6	230 - 323	262	268					
100 - 399	M	50	7	225 - 304	275	269	-	-	-	-	-	43	6	225 - 304	275	265					
400 +	M	34	6	238 - 369	335	318	-	-	-	-	-	29	4	251 - 369	336	318					
TYPE OF FIRM REPORTING																					
Manufacturing	M	41	7	239 - 369	312	308	-	-	-	-	-	33	6	239 - 369	312	310					
Department Store	M	6	3	238 - 335	330	310	-	-	-	-	-	-	-	-	-	-					
Wholesale Firms	M	32	15	225 - 333	258	267	10	5	225 - 333	282	281	22	10	225 - 323	258	261					
Wholesale Firms	F	26	4	173 - 241	234	229	-	-	-	-	-	-	-	-	-	-					
Summary	M	114	29	225 - 369	275	284	15	7	225 - 359	311	294	92	21	225 - 369	275	281					
Summary	F	40	6	160 - 241	234	215	-	-	-	-	-	25	3	160 - 234	208	205					

Definition of Duties: WAREHOUSE CHECKER: Checks customers orders as filled by order clerks against original order form. Verifies accuracy of type and quality.

Definition of Duties: WAREHOUSE PACKER: Packs merchandise which is sold in less than factory pack quantity. Prepares packing list showing contents and weight of each package.

	ALBERTA								CALGARY				EDMONTON						
Size of firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average
and																			
Type of Firm Reporting				\$		\$	\$	\$		\$	\$	\$		\$	\$				
SIZE OF FIRM	WAREHOUSE SHIPPING CLERK																		
1 - 39	M 64	53	238 - 371	287 292	18 14	250 - 371	291 297	28 26	240 - 346	288 289									
40 - 99	M 51	29	235 - 351	303 302	17 12	240 - 350	307 312	32 16	235 - 337	295 294									
100 - 399	M 35	15	240 - 368	305 299	9 3	240 - 333	331 307	24 10	243 - 368	286 293									
400 +	M 55	8	272 - 372	354 350	- -	- -	- -	51 5	288 - 372	354 353									
TYPE OF FIRM REPORTING																			
Manufacturing	M 79	25	238 - 372	348 336	9 7	275 - 350	328 323	61 11	277 - 372	354 343									
Department Store	M 6	3	240 - 341	332 315	- -	- -	- -	- -	- -	- -									
Wholesale Firms	M 68	52	235 - 371	300 296	31 18	240 - 371	305 302	48 28	235 - 346	288 291									
Automotive Firms	M 9	6	250 - 350	275 275	- -	- -	- -	6 4	250 - 350	263 275									
Retail Firms	M 20	16	240 - 346	293 293	3 3	250 - 340	281 290	14 10	240 - 346	293 290									
Summary	M 205	105	235 - 372	310 311	47 31	240 - 371	307 306	135 57	235 - 372	321 315									
SIZE OF FIRM	WAREHOUSEMAN																		
1 - 39	M 82	40	220 - 348	286 288	18 12	220 - 345	303 294	30 18	220 - 348	281 279									
40 - 99	M 90	24	220 - 350	280 278	39 11	230 - 350	290 285	48 11	220 - 346	275 272									
100 - 399	M 228	23	220 - 350	298 293	50 7	225 - 350	298 298	144 12	220 - 345	306 297									
400 +	M 56	9	238 - 350	325 310	- -	- -	- -	33 6	238 - 350	323 302									
TYPE OF FIRM REPORTING																			
Manufacturing	M 84	19	223 - 350	279 281	12 4	294 - 350	294 300	32 10	238 - 350	276 281									
Oil Firms	M 16	9	225 - 350	327 315	9 4	250 - 350	339 320	7 5	225 - 343	323 308									
Public Service	M 4	3	296 - 328	327 319	- -	- -	- -	- -	- -	- -									
Department Store	M 32	4	238 - 350	335 322	- -	- -	- -	- -	- -	- -									
Wholesale Firms	M 203	45	220 - 348	281 276	76 15	220 - 345	298 289	105 22	220 - 348	270 267									
Automotive Firms	M 13	3	235 - 343	343 326	- -	- -	- -	- -	- -	- -									
Retail Firms	M 98	8	225 - 340	315 313	6 4	225 - 305	300 281	92 4	225 - 340	320 315									
Institutions	M 4	3	270 - 299	287 286	- -	- -	- -	- -	- -	- -									
Summary	M 456	96	220 - 350	298 291	123 32	220 - 350	298 298	255 47	220 - 350	301 291									

Definition of Duties: WAREHOUSE SHIPPING CLERK: Assembles customers packed orders as received from packing rooms. Prepares bills of lading from packing lists supplied by packers. Checks orders onto trucks or drays and obtains driver's receipt for same. Performs other clerical functions pertaining to shipping.

Definition of Duties: WAREHOUSEMAN: Stores merchandise in bins and shelves, moves merchandise from surplus stocks to bins, fills orders and does other similar tasks under direction of stockman.

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	ALBERTA						CALGARY						EDMONTON					
Size of firm (based on Total Employees)																		
and																		
Type of Firm Reporting	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
				\$	\$	\$			\$	\$	\$			\$	\$	\$		
SIZE OF FIRM	ARTIST																	
1 - 39	M	6	4	319 - 433	395	385	-	-	-	-	-	-	-	-	-	-		
400 +	M	6	3	385 - 459	430	422	-	-	-	-	-	-	-	-	-	-		
TYPE OF FIRM REPORTING																		
Manufacturing	M	5	4	346 - 433	390	383	-	-	-	-	-	-	-	-	-	-		
Manufacturing	F	3	3	225 - 338	295	286	-	-	-	-	-	-	-	-	-	-		
Summary	M	14	9	319 - 459	395	397	8	4	319 - 440	388	390	5	4	346 - 459	430	409		
Summary	F	5	4	225 - 354	338	313	-	-	-	-	-	-	-	-	-	-		
TYPE OF FIRM REPORTING	AGRICULTURIST																	
Manufacturing	M	6	4	360 - 583	450	466	-	-	-	-	-	-	-	-	-	-		
Summary	M	8	5	360 - 620	490	502	-	-	-	-	-	-	-	-	-	-		
SIZE OF FIRM	LABORATORY ASSISTANT																	
1 - 39	M	21	3	225 - 395	275	278	-	-	-	-	-	-	-	-	-	-		
40 - 99	M	12	8	225 - 400	310	325	6	5	225 - 390	308	308	-	-	-	-	-		
100 - 399	M	39	7	240 - 410	339	332	-	-	-	-	-	20	4	240 - 410	312	315		
400 +	M	19	6	275 - 410	325	331	5	4	275 - 404	328	327	-	-	-	-	-		
TYPE OF FIRM REPORTING																		
Manufacturing	M	51	15	225 - 410	339	338	6	5	225 - 390	308	317	27	6	281 - 410	335	345		
Manufacturing	F	8	5	255 - 381	335	323	-	-	-	-	-	6	3	270 - 381	335	330		
Oil Firms	M	20	5	225 - 404	275	294	11	5	245 - 404	362	343	-	-	-	-	-		
Summary	M	91	29	225 - 410	315	319	18	11	225 - 404	344	335	55	12	225 - 410	305	308		
Summary	F	13	8	225 - 381	270	292	-	-	-	-	-	7	4	225 - 381	330	315		

Definition of Duties: ARTIST: Produces illustrations and displays for the purpose of information, publicity or film titling. Develops rough sketches from general ideas or suggestions. Designs and produces posters, pamphlets, brochures, and programmes using such techniques as free-hand lettering, airbrush, silk screen, poster, water colour and oil painting. Requires considerable creative ability and initiative.

Definition of Duties: AGRICULTURIST: Performs professional work in various fields of agriculture, either promoting modern methods and techniques or conducting inspectional and regulatory programmes. This position requires a graduate in agriculture with practical experience in farming.

Definition of Duties: LABORATORY ASSISTANT: Performs routine work under supervision in a laboratory. Assists a technician with complex tests and performs routine tests and analyses. Requires no formal training other than high school courses in science.

MONTHLY SALARY AND WAGE RATES

	ALBERTA								CALGARY				EDMONTON									
Size of firm (based on Total Employees)	M - Male F - Female		No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed		No. of Firms	Range		Median Rate	Weighted Average	No. Employed		No. of Firms	Range		Median Rate	Weighted Average
and																						
Type of Firm Reporting																						
					\$	\$	\$			\$	\$	\$			\$	\$	\$			\$	\$	\$
SIZE OF FIRM	INDUSTRIAL LABORATORY TECHNICIAN																					
1 - 39	M	6	3	300 - 390	350	347	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
40 - 99	M	3	3	375 - 475	425	425	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100 - 399	M	31	7	290 - 450	350	361	-	-	-	-	-	-	-	28	4	290 - 450	350	358				
400	M	50	5	290 - 475	365	376	14	3	300 - 452	361	367	-	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																						
Manufacturing	M	46	9	300 - 475	380	386	4	4	300 - 425	363	363	-	-	-	-	-	-	-	-	-	-	-
Oil Firms	M	16	4	300 - 452	370	370	13	3	300 - 452	365	372	-	-	-	-	-	-	-	-	-	-	-
Public Service	M	11	3	290 - 431	345	339	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Summary	M	90	18	290 - 475	363	371	19	8	300 - 452	361	369	64	7	290 - 475	359	364						
Summary	F	9	4	290 - 350	300	307	-	-	-	-	-	6	3	290 - 350	308	313						
SIZE OF FIRM	INDUSTRIAL LABORATORY TECHNICIAN (GRADUATE)																					
100 - 399	M	6	5	430 - 562	487	491	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
400 +	M	15	4	468 - 575	530	531	-	-	-	-	-	12	3	468 - 575	528	528						
TYPE OF FIRM REPORTING																						
Manufacturing	M	16	5	453 - 575	528	527	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Summary	M	22	10	430 - 575	523	517	-	-	-	-	-	13	4	468 - 575	530	528						
Summary	F	4	3	325 - 485	413	409	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SIZE OF FIRM	INDUSTRIAL NURSE																					
100 - 399	F	10	10	303 - 364	327	330	3	3	312 - 364	317	331	5	5	303 - 350	325	328						
400 +	F	13	9	303 - 361	325	330	5	5	325 - 361	344	346	7	3	303 - 330	320	316						
TYPE OF FIRM REPORTING																						
Manufacturing	F	12	10	305 - 365	334	333	3	3	342 - 365	364	357	7	5	305 - 350	320	321						
Oil Firms	F	3	3	312 - 345	317	325	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Department Store	F	4	4	303 - 325	314	314	-	-	-	-	-	3	3	303 - 325	303	310						
Institutions	F	3	3	330 - 361	360	350	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Summary	F	24	20	303 - 365	328	331	9	9	312 - 365	344	343	12	8	303 - 350	323	321						

Definition of Duties: INDUSTRIAL LABORATORY TECHNICIAN: Performs tests, analyses and experiments requiring a high degree of technical competence and formal training, to the level of a Diploma in Laboratory Technology from a recognized Institute of Technology.

Definition of Duties: INDUSTRIAL LABORATORY TECHNICIAN (GRADUATE): Duties similar to those of Industrial Laboratory Technician but incumbent must possess university degree in chemistry, physics, zoology or other pure science.

Definition of Duties: INDUSTRIAL NURSE: Provides professional first-aid and emergency nursing care, for staff of the organization served. May investigate employee absences caused by illness. May assist the plant doctor as required. Requires graduation from an approved School of Nursing.

SECTION 2

Range of Wages, Weighted Averages and Medians

By Size and Type of Firm

Alberta - Lethbridge - Medicine Hat

Comments made in Section 1 outlining methods also apply in this Section

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Clerk (Beginning Level)	59	Service Station Attendant	64
Clerk - General (Intermediate).....	59	Light Truck Driver	64
Principal (Senior) Clerk	59	Medium Truck Driver	64
Payroll Clerk	59	Heavy Truck Driver	64
Bookkeeper.....	60	Heavy Equipment Operator.....	64
Junior Clerk-Typist.....	60	Automobile Mechanic	65
Clerk-Typist (Intermediate)	60	Foreman Mechanic or Service Manager	65
Senior Clerk-Typist	60	Salesclerk Smallwares	65
Junior Stenographer.....	60	Hardgoods Salesperson	65
Senior Stenographer.....	60	Salesperson Fashion Accessories	65
Secretary-Stenographer	60	Home Furnishings Salesperson	65
Telephone Operator	61	Cook	66
Bookkeeping Machine Operator	61	Chef or Chief Cook.....	66
Billing Machine Operator.....	61	Hospital Maid (Female)	66
Non-Professional Accountant/Office Supervisor	61	Laundry Operator (Heavy Duties)	66
Office Manager or Administrative Assistant	61	Hospital Administrator	66
Senior Buyer or Purchasing Agent	62	Certified Nursing Aide	66
Chief Engineer	62	Physiotherapist	66
Draftsman (Skilled)	62	X-Ray Technician (General Grade)	66
Steam Plant Engineer	62	Nurse	67
*Maintenance Man (Millwright)	62	Junior Stockkeeper	67
*Utility Worker (Handyman)	62	Stockkeeper	67
Janitor	63	Chief Stockkeeper	67
*Watchman	63	Warehouse Order Desk Clerk	67
Labourer	63	Warehouse Counterman	67
*Labour Foreman	63	Warehouse Order Filler	68
Carpenter.....	64	Warehouse Shipping Clerk	68
(*) Indicates both monthly and hourly rates shown.		Warehouseman	68

MONTHLY SALARY AND WAGE RATES

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		ALBERTA										LETHBRIDGE										MEDICINE HAT									
Size of firm (based on Total Employees)		M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average														
and	Type of Firm Reporting																														
					\$	\$	\$			\$	\$	\$			\$	\$	\$														
SIZE OF FIRM		CLERK (BEGINNING LEVEL)																													
1 - 39	M	54	39	175 - 317	210	222		8	4	175 - 294	215	231	-	-	-	-	-														
1 - 39	F	100	46	165 - 240	190	195		3	3	166 - 190	184	180	-	-	-	-	-														
40 - 99	F	102	23	165 - 240	208	202		3	3	165 - 186	165	172	-	-	-	-	-														
100 - 399	M	124	36	180 - 306	220	229		-	-	-	-	-	5	3	200 - 260	205	216														
Summary All Firms	M	350	117	175 - 318	235	240		17	7	175 - 296	230	246	8	5	192 - 260	202	209														
Summary All Firms	F	754	101	165 - 240	195	198		16	7	165 - 195	184	184	16	4	165 - 230	173	180														
SIZE OF FIRM		CLERK - GENERAL (INTERMEDIATE)																													
1 - 39	M	110	56	258 - 450	334	341		8	8	275 - 395	325	327	-	-	-	-	-														
1 - 39	F	128	54	195 - 330	230	236		11	7	195 - 285	212	229	14	3	196 - 270	210	217														
40 - 99	M	200	49	260 - 450	353	353		8	4	301 - 360	334	332	-	-	-	-	-														
TYPE OF FIRM REPORTING																															
Manufacturing	M	124	36	260 - 450	348	352		10	7	286 - 435	353	352	-	-	-	-	-														
Construction	M	16	11	260 - 450	349	343		3	3	275 - 368	290	311	-	-	-	-	-														
Summary	M	1122	163	257 - 450	350	356		19	13	275 - 435	340	339	14	5	265 - 384	311	311														
Summary	F	732	102	195 - 331	242	250		18	9	195 - 285	223	231	23	6	195 - 275	210	220														
SIZE OF FIRM		PRINCIPAL (SENIOR) CLERK																													
1 - 39	M	84	61	303 - 500	408	404		5	5	320 - 458	412	393	-	-	-	-	-														
1 - 39	F	38	28	245 - 365	277	285		6	4	245 - 325	260	269	4	3	256 - 350	279	291														
100 - 399	M	279	49	305 - 525	390	405		-	-	-	-	-	8	3	350 - 455	383	394														
TYPE OF FIRM REPORTING																															
Manufacturing	M	79	36	315 - 520	412	413		4	3	360 - 458	386	398	9	3	350 - 455	390	401														
Summary	M	568	167	303 - 525	411	409		8	7	320 - 458	360	376	12	6	343 - 459	383	396														
Summary	F	223	44	242 - 370	290	296		7	5	245 - 368	260	283	5	4	256 - 350	292	293														
TYPE OF FIRM REPORTING		PAYROLL CLERK																													
Manufacturing	M	21	18	275 - 440	377	366		4	4	360 - 440	390	395	5	3	275 - 377	303	311														
Summary	M	109	49	275 - 440	383	369		4	4	360 - 440	390	395	5	3	275 - 377	303	311														
Summary	F	136	97	220 - 375	274	275		4	3	225 - 300	240	251	-	-	-	-	-														

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

	ALBERTA								LETHBRIDGE				MEDICINE HAT					
Size of firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
and Type of Firm Reporting																		
				\$	\$	\$			\$	\$	\$			\$	\$	\$		
SIZE OF FIRM	BOOKKEEPER																	
1 - 39	M	31	30	295 - 475	368	369	5	5	300 - 401	390	367	-	-	-	-	-		
1 - 39	F	82	76	199 - 350	252	261	13	11	199 - 275	217	220	8	8	215 - 300	263	258		
40 - 99	F	23	19	212 - 350	273	284	3	3	240 - 273	273	262	-	-	-	-	-		
100 - 399	M	33	19	295 - 450	338	349	3	3	300 - 425	350	358	-	-	-	-	-		
TYPE OF FIRM REPORTING																		
Manufacturing	M	24	20	285 - 425	355	355	4	4	300 - 425	355	359	-	-	-	-	-		
Wholesale Firms	F	24	20	201 - 346	262	273	3	3	201 - 242	205	216	-	-	-	-	-		
Retail Firms	F	29	27	199 - 325	240	249	6	5	199 - 235	221	218	5	5	215 - 281	262	248		
Summary	M	125	74	285 - 475	371	376	9	9	300 - 425	360	364	5	3	310 - 400	330	351		
Summary	F	136	111	199 - 350	266	269	17	14	199 - 275	225	229	10	9	215 - 300	266	260		
JUNIOR CLERK TYPIST (BEGINNING LEVEL)																		
Summary All Firms	F	484	108	170 - 239	200	201	11	3	173 - 200	190	189	-	-	-	-	-		
CLERK TYPIST (INTERMEDIATE)																		
Summary All Firms	F	447	116	195 - 272	236	237	-	-	-	-	-	5	4	195 - 234	200	206		
SENIOR CLERK TYPIST																		
1 - 39	F	48	29	215 - 312	252	258	3	3	224 - 243	225	231	-	-	-	-	-		
Summary All Firms	F	187	85	210 - 312	267	264	8	5	218 - 275	229	236	-	-	-	-	-		
JUNIOR STENOGRAPHER (BEGINNING LEVEL)																		
Summary All Firms	F	488	146	180 - 270	220	222	19	3	180 - 255	202	201	4	3	184 - 215	200	200		
SENIOR STENOGRAPHER																		
Manufacturing	F	49	28	230 - 320	260	263	6	4	240 - 275	260	258	-	-	-	-	-		
Summary	F	807	191	230 - 320	270	269	13	5	235 - 275	250	253	5	4	240 - 300	246	258		
SECRETARY - STENOGRAPHER																		
1 - 39	F	75	62	250 - 366	285	294	3	3	260 - 265	265	263	-	-	-	-	-		
100 - 399	F	176	48	250 - 370	320	315	4	3	260 - 330	275	285	-	-	-	-	-		
Summary All Firms	F	471	174	250 - 370	310	309	7	6	260 - 330	265	276	-	-	-	-	-		

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

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	ALBERTA						LETHBRIDGE						MEDICINE HAT					
Size of firm (based on Total Employees)																		
and	M - Male	F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	
Type of Firm Reporting																		
					\$	\$	\$			\$	\$	\$			\$	\$	\$	
TELEPHONE OPERATOR																		
SIZE OF FIRM																		
1 - 39	F	70	69		175 - 281	225	225	3	3	175 - 180	175	177	-	-	-	-	-	
100 - 399	F	106	72		175 - 281	228	226	6	4	175 - 208	194	193	3	3	195 - 200	200	198	
TYPE OF FIRM REPORTING																		
Manufacturing	F	45	42		184 - 280	225	227	3	3	195 - 260	200	218	-	-	-	-	-	
Summary	F	338	233		175 - 282	229	229	11	9	175 - 260	193	197	4	4	184 - 200	198	195	
BOOKKEEPING MACHINE OPERATOR																		
SIZE OF FIRM																		
1 - 39	F	67	52		184 - 290	212	222	11	9	189 - 275	192	208	6	4	190 - 208	201	201	
100 - 399	F	126	43		190 - 292	216	230	4	3	190 - 266	240	234	3	3	195 - 281	250	242	
TYPE OF FIRM REPORTING																		
Wholesale Firms	F	40	30		189 - 281	226	229	3	3	189 - 200	190	193	3	3	200 - 252	250	234	
Retail Firms	F	29	20		184 - 286	225	228	4	4	186 - 275	205	218	-	-	-	-	-	
Summary	M	24	18		217 - 409	265	272	4	3	265 - 320	293	293	-	-	-	-	-	
Summary	F	269	144		184 - 294	225	231	16	13	186 - 275	194	213	11	9	190 - 281	203	217	
BILLING MACHINE OPERATOR																		
Summary All Firms	F	67	35		180 - 286	239	236	5	4	200 - 260	244	236	-	-	-	-	-	
NON-PROFESSIONAL ACCOUNTANT-OFFICE SUPERVISOR																		
SIZE OF FIRM																		
1 - 39	M	59	59		390 - 650	475	488	3	3	420 - 450	425	432	3	3	400 - 520	454	458	
TYPE OF FIRM REPORTING																		
Manufacturing	M	34	27		390 - 650	465	482	6	4	405 - 500	460	457	-	-	-	-	-	
Summary	M	273	125		390 - 650	505	512	9	7	405 - 500	450	454	7	7	400 - 625	520	525	
OFFICE MANAGER OR ADMINISTRATIVE ASSISTANT																		
SIZE OF FIRM																		
1 - 39	M	60	48		400 - 775	542	547	10	9	433 - 675	450	484	-	-	-	-	-	
TYPE OF FIRM REPORTING																		
Retail Firms	M	20	14		403 - 675	500	506	3	3	460 - 675	533	556	-	-	-	-	-	
Summary	M	159	115		400 - 790	550	555	13	11	410 - 675	450	491	5	4	433 - 667	500	532	

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

	ALBERTA						LETHBRIDGE						MEDICINE HAT					
Size of firm (based on Total Employees)	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
and Type of Firm Reporting																		
				\$	\$	\$			\$	\$	\$			\$	\$	\$		
SIZE OF FIRM	SENIOR BUYER OR PURCHASING AGENT																	
1 - 39	M	28	27	365 - 650	442	463	4	4	370 - 500	416	425	-	-	-	-	-		
40 - 99	M	22	20	365 - 670	465	479	3	3	475 - 550	540	522	-	-	-	-	-		
100 - 399	M	38	32	380 - 692	520	511	-	-	-	-	-	3	3	425 - 519	460	468		
TYPE OF FIRM REPORTING																		
Wholesale Firms	M	24	22	365 - 650	432	454	3	3	370 - 431	400	400	-	-	-	-	-		
Summary	M	105	93	365 - 696	499	495	8	8	370 - 550	453	458	6	6	377 - 592	442	459		
	CHIEF ENGINEER																	
Summary All Firms	M	96	59	625 - 1260	842	892	-	-	-	-	-	3	3	625 - 1000	787	804		
	DRAFTSMAN - SKILLED																	
Summary All Firms	M	332	79	330 - 486	400	403	3	3	375 - 391	390	385	-	-	-	-	-		
	STEAM PLANT ENGINEER (2ND CLASS CERTIFICATE)																	
Summary All Firms	M	65	22	451 - 650	525	524	3	3	451 - 505	464	473	-	-	-	-	-		
TYPE OF FIRM REPORTING	MAINTENANCE MAN (MILLWRIGHT) - Hourly Rate (cents per hour)																	
Manufacturing	M	192	28	185 - 265	239	234	28	4	185 - 264	211	210	13	3	217 - 239	220	226		
Summary	M	193	29	185 - 265	238	234	29	5	185 - 264	213	211	13	3	217 - 239	220	226		
	MAINTENANCE MAN (MILLWRIGHT) - Monthly Rate (dollars per month)																	
Summary All Firms	M	111	53	250 - 498	360	352	-	-	-	-	-	3	3	315 - 470	450	412		
SIZE OF FIRM	UTILITY WORKER - HANDYMAN - Hourly Rate (cents per hour)																	
100 - 399	M	45	9	157 - 214	192	191	-	-	-	-	-	11	3	163 - 196	185	181		
TYPE OF FIRM REPORTING																		
Manufacturing	M	59	16	160 - 214	199	194	-	-	-	-	-	10	5	160 - 196	172	176		
Summary	M	123	27	150 - 214	192	186	-	-	-	-	-	15	7	160 - 196	185	179		
	UTILITY WORKER - HANDYMAN - Monthly Rate (dollars per month)																	
Summary All Firms	M	64	33	220 - 365	305	296	4	3	260 - 320	288	289	-	-	-	-	-		

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

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		ALBERTA						LETHBRIDGE						MEDICINE HAT						63
Size of firm (based on Total Employees)																				
and	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average				
Type of Firm Reporting																				
SIZE OF FIRM	JANITOR - Monthly Rate (dollars per month)																			
1 - 39	M	37	29	200 - 312	235	238	5	5	206 - 238	233	224	-	-	-	-	-	-	-		
40 - 99	M	49	26	200 - 310	240	247	5	3	217 - 293	270	261	-	-	-	-	-	-	-		
100 - 399	M	129	35	200 - 315	275	261	9	3	240 - 303	265	271	-	-	-	-	-	-	-		
TYPE OF FIRM REPORTING																				
Retail Firms	M	50	23	206 - 310	238	250	5	5	206 - 238	217	221	-	-	-	-	-	-	-		
Summary	M	437	104	200 - 318	275	267	19	11	206 - 303	240	256	3	3	240 - 276	275	264				
SIZE OF FIRM	WATCHMAN - Hourly Rate (cents per hour)																			
100 - 399	M	28	9	125 - 180	163	154	-	-	-	-	-	11	3	163 - 174	174	170				
TYPE OF FIRM REPORTING																				
Manufacturing	M	56	16	120 - 194	173	161	-	-	-	-	-	13	4	152 - 174	163	162				
Summary	M	107	25	120 - 194	173	162	7	3	131 - 169	154	153	16	5	152 - 174	163	164				
SIZE OF FIRM	WATCHMAN - Monthly Rate (dollars per month)																			
1 - 39	M	8	6	188 - 296	234	236	5	3	212 - 296	265	261	-	-	-	-	-	-	-		
Summary All Firms	M	76	33	188 - 370	270	277	7	5	212 - 296	265	260	-	-	-	-	-	-	-		
SIZE OF FIRM	LABOURER - Hourly Rate (cents per hour)																			
1 - 39	M	114	21	140 - 190	165	166	29	5	140 - 175	160	163	-	-	-	-	-	-	-		
100 - 399	M	509	20	140 - 190	180	176	-	-	-	-	-	51	3	140 - 180	166	166				
TYPE OF FIRM REPORTING																				
Manufacturing	M	560	39	140 - 190	172	169	15	3	140 - 175	175	168	123	4	152 - 174	162	160				
Summary	M	1744	78	140 - 190	178	174	62	7	140 - 180	169	168	211	7	140 - 180	162	162				
Summary	F	236	5	80 - 161	146	134	9	1	95 - 95	95	95	207	3	80 - 161	161	141				
SIZE OF FIRM	LABOUR FOREMAN - Hourly Rate (cents per hour)																			
Summary All Firms	M	89	23	174 - 235	197	197	7	3	200 - 235	220	216	9	3	174 - 200	191	187				
SIZE OF FIRM	LABOUR FOREMAN - Monthly Rate (dollars per month)																			
1 - 39	M	24	17	308 - 480	387	382	-	-	-	-	-	3	3	308 - 480	335	374				
TYPE OF FIRM REPORTING																				
Manufacturing	M	50	20	308 - 500	424	414	-	-	-	-	-	7	4	308 - 490	375	390				
Summary	M	103	45	308 - 500	390	396	12	3	385 - 450	436	429	10	6	308 - 490	393	397				

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

	ALBERTA						LETHBRIDGE						MEDICINE HAT					
Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
SIZE OF FIRM	CARPENTER - Hourly Rate (cents per hour)																	
1 - 39	M	67	12	220 - 265	250	248	11	3	225 - 265	250	247	-	-	-	-	-		
TYPE OF FIRM REPORTING																		
Construction	M	315	20	210 - 265	265	250	11	3	225 - 265	250	247	-	-	-	-	-		
Summary	M	379	38	210 - 265	265	250	12	4	225 - 265	250	246	12	4	216 - 240	230	229		
SIZE OF FIRM	SERVICE STATION ATTENDANT - Monthly Rate (dollars per month)																	
1 - 39	M	27	13	160 - 346	215	224	8	5	160 - 275	217	222	7	3	173 - 346	200	216		
TYPE OF FIRM REPORTING																		
Automotive Firms	M	45	19	160 - 346	217	222	7	5	160 - 275	217	218	7	3	173 - 346	200	216		
Summary	M	58	22	160 - 346	225	237	8	5	160 - 275	217	222	7	3	173 - 346	200	216		
SIZE OF FIRM	LIGHT TRUCK DRIVER - Monthly Rate (dollars per month)																	
1 - 39	M	64	41	173 - 350	221	228	10	6	175 - 350	223	240	-	-	-	-	-		
TYPE OF FIRM REPORTING																		
Retail Firms	M	52	18	173 - 350	227	245	15	5	175 - 350	286	266	-	-	-	-	-		
Summary	M	203	86	173 - 359	255	259	26	9	175 - 350	266	267	8	4	217 - 313	251	255		
Summary All Firms	M	226	38	140 - 218	186	178	19	3	162 - 185	181	179	21	5	150 - 196	176	175		
SIZE OF FIRM	HEAVY TRUCK DRIVER - Hourly Rate (cents per hour)																	
1 - 39	M	32	13	150 - 185	170	169	11	3	150 - 175	175	170	-	-	-	-	-		
TYPE OF FIRM REPORTING																		
Manufacturing	M	81	11	150 - 194	185	182	12	4	162 - 194	175	175	-	-	-	-	-		
Summary	M	277	35	150 - 195	185	178	15	6	150 - 194	175	172	-	-	-	-	-		
TYPE OF FIRM REPORTING	HEAVY EQUIPMENT OPERATOR - Hourly Rate (cents per hour)																	
Manufacturing	M	40	13	183 - 247	204	210	5	3	194 - 211	201	203	-	-	-	-	-		
Summary	M	185	30	178 - 247	209	210	22	4	194 - 211	207	206	6	3	178 - 217	181	186		

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

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		ALBERTA										LETHBRIDGE										MEDICINE HAT									
Size of firm (based on Total Employees)		M - Male	F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average													
and	Type of Firm Reporting																														
SIZE OF FIRM		AUTOMOBILE MECHANIC - Hourly Rate (cents per hour)																													
1 - 39		M	151	22		190 - 227	205	205	34	5	195 - 210	195	197	23	3	190 - 212	190	190													
TYPE OF FIRM REPORTING																															
Automotive Firms		M	398	27		100 - 227	210	208	25	5	195 - 195	195	195	23	3	190 - 212	190	190													
Summary		M	617	46		190 - 236	210	212	37	8	195 - 213	195	198	29	6	190 - 217	190	192													
		FOREMAN MECHANIC OR SERVICE MANAGER - Monthly Rate (dollars per month)																													
SIZE OF FIRM																															
1 - 39		M	38	31		360 - 541	430	445	5	5	375 - 500	425	426	5	3	368 - 425	400	401													
TYPE OF FIRM REPORTING																															
Automotive Firms		M	49	26		365 - 550	425	437	4	4	375 - 500	408	423	5	3	368 - 425	400	401													
Summary		M	112	62		360 - 562	450	456	5	5	375 - 500	425	426	7	5	368 - 505	411	416													
		SALESLERK SMALLWARES																													
SIZE OF FIRM																															
1 - 39		F	94	15		156 - 238	173	173	14	4	165 - 217	173	183	-	-	-	-	-													
TYPE OF FIRM REPORTING																															
Department Store		F	341	16		154 - 242	195	194	49	4	154 - 225	156	169	-	-	-	-	-													
Retail Firms		F	62	12		156 - 238	163	171	8	3	165 - 217	174	183	-	-	-	-	-													
Summary		F	403	28		154 - 242	190	191	57	7	154 - 225	165	171	-	-	-	-	-													
		HARDGOODS SALESPERSON																													
SIZE OF FIRM																															
1 - 39		M	35	10		225 - 350	300	283	8	3	225 - 350	293	285	-	-	-	-	-													
TYPE OF FIRM REPORTING																															
Retail Firms		M	34	9		225 - 350	300	284	8	3	225 - 350	293	285	-	-	-	-	-													
Summary		M	109	19		221 - 368	300	297	14	4	225 - 350	281	278	-	-	-	-	-													
Summary		F	128	3		165 - 251	211	212	13	3	169 - 234	182	188	6	3	165 - 230	169	189													
		SALESPERSON FASHION ACCESSORIES																													
TYPE OF FIRM REPORTING																															
Department Store		F	185	11		160 - 263	210	209	22	3	165 - 225	176	178	-	-	-	-	-													
Summary		F	216	18		160 - 263	202	205	22	3	165 - 225	176	178	-	-	-	-	-													
		HOME FURNISHINGS SALESPERSON																													
Summary All Firms		M	91	14		260 - 472	346	352	-	-	-	-	-	10	3	260 - 346	346	329													

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

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	ALBERTA								LETHBRIDGE				MEDICINE HAT					
Size of firm (based on Total Employees)																		
and																		
Type of Firm Reporting	M - Male F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average		
SIZE OF FIRM	COOK																	
40 - 99	F	45	11	160 - 226	182	187	4	3	173 - 190	182	182	-	-	-	-	-	-	-
Summary All Firms	F	86	25	156 - 242	195	192	9	6	173 - 242	191	200	-	-	-	-	-	-	-
	CHEF OR CHIEF COOK																	
Summary All Firms	F	17	15	195 - 310	230	244	3	3	220 - 310	281	270	-	-	-	-	-	-	-
	HOSPITAL MAID (FEMALE)																	
TYPE OF FIRM REPORTING																		
Institutions	F	488	18	147 - 206	175	174	61	3	154 - 200	180	177	-	-	-	-	-	-	-
Summary	F	490	19	147 - 206	175	174	61	3	154 - 200	180	177	-	-	-	-	-	-	-
	LAUNDRY OPERATOR - HEAVY DUTIES																	
Summary All Firms	M	24	11	240 - 299	265	268	5	3	248 - 268	265	261	-	-	-	-	-	-	-
	HOSPITAL ADMINISTRATOR																	
TYPE OF FIRM REPORTING																		
Institutions	M	14	14	489 - 850	592	639	3	3	525 - 767	600	631	-	-	-	-	-	-	-
Summary	M	14	14	489 - 850	592	639	3	3	525 - 767	600	631	-	-	-	-	-	-	-
	CERTIFIED NURSING AIDE																	
TYPE OF FIRM REPORTING																		
Institutions	F	753	21	185 - 226	204	205	56	3	199 - 224	204	207	-	-	-	-	-	-	-
Summary	F	753	21	185 - 226	204	205	56	3	199 - 224	204	207	-	-	-	-	-	-	-
	PHYSIOTHERAPIST																	
TYPE OF FIRM REPORTING																		
Institutions	F	36	9	287 - 395	317	321	4	3	300 - 370	327	331	-	-	-	-	-	-	-
Summary	F	36	12	287 - 395	317	321	4	3	300 - 370	327	331	-	-	-	-	-	-	-
	X-RAY TECHNICIAN - GENERAL GRADE																	
SIZE OF FIRM																		
1 - 39	F	10	10	250 - 310	287	283	3	3	250 - 310	285	282	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																		
Institutions	F	45	18	250 - 325	285	283	8	5	250 - 325	290	291	-	-	-	-	-	-	-
Summary	F	45	18	250 - 325	285	283	8	5	250 - 325	290	291	-	-	-	-	-	-	-

See Section 1, for definition of duties.

MONTHLY SALARY AND WAGE RATES

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	ALBERTA										LETHBRIDGE										MEDICINE HAT									
Size of firm (based on Total Employees)																														
and	M - Male	F - Female	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average								
Type of Firm Reporting																														
TYPE OF FIRM REPORTING	NURSE																													
Institutions	F	1221	22		285 - 319	295	297	93	4	285 - 315	290	292	-	-	-	-	-	-	-	-	-	-								
Summary	F	1221	22		285 - 319	295	297	93	4	285 - 315	290	292	-	-	-	-	-	-	-	-	-	-								
SIZE OF FIRM	JUNIOR STOCKKEEPER																													
1 - 39	M	21	19		173 - 350	229	243	7	6	180 - 275	200	215	-	-	-	-	-	-	-	-	-									
TYPE OF FIRM REPORTING																														
Retail Firms	M	8	8		210 - 340	234	252	3	3	229 - 275	237	247	-	-	-	-	-	-	-	-	-									
Summary	M	84	44		173 - 350	250	262	7	6	180 - 275	200	215	-	-	-	-	-	-	-	-	-									
SIZE OF FIRM	STOCKKEEPER																													
1 - 39	M	20	18		250 - 375	300	300	6	6	250 - 357	325	322	-	-	-	-	-	-	-	-	-									
TYPE OF FIRM REPORTING																														
Retail Firms	M	7	7		270 - 357	335	323	3	3	325 - 357	350	344	-	-	-	-	-	-	-	-	-									
Summary	M	146	59		240 - 400	325	320	10	10	250 - 397	325	331	-	-	-	-	-	-	-	-	-									
SIZE OF FIRM	CHIEF STOCKKEEPER																													
1 - 39	M	23	23		300 - 500	385	392	4	4	325 - 416	350	360	-	-	-	-	-	-	-	-	-									
TYPE OF FIRM REPORTING																														
Wholesale Firms	M	24	19		286 - 498	349	370	3	3	325 - 416	325	355	-	-	-	-	-	-	-	-	-									
Summary	M	83	64		286 - 500	381	385	6	6	325 - 416	363	367	3	3	332 - 494	390	402	-	-	-	-									
SIZE OF FIRM	WAREHOUSE ORDER DESK CLERK																													
1 - 39	M	79	45		225 - 357	300	292	6	5	225 - 357	263	275	-	-	-	-	-	-	-	-	-									
TYPE OF FIRM REPORTING																														
Wholesale Firms	M	123	47		215 - 370	298	292	4	3	240 - 357	302	301	-	-	-	-	-	-	-	-	-									
Summary	M	189	85		215 - 370	300	294	7	6	225 - 357	285	285	5	3	255 - 360	324	318	-	-	-	-									
SIZE OF FIRM	WAREHOUSE COUNTERMAN																													
1 - 39	M	38	25		240 - 330	290	291	14	6	245 - 330	295	293	-	-	-	-	-	-	-	-	-									
TYPE OF FIRM REPORTING																														
Wholesale Firms	M	79	26		235 - 335	285	288	12	5	245 - 330	295	293	-	-	-	-	-	-	-	-	-									
Summary	M	155	54		230 - 345	288	288	15	7	245 - 330	300	295	-	-	-	-	-	-	-	-	-									

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

	ALBERTA								LETHBRIDGE						MEDICINE HAT										
Size of firm (based on Total Employees)																									
and	M - Male	F - Female	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average	No. Employed	No. of Firms	Range		Median Rate	Weighted Average					
Type of Firm Reporting																									
TYPE OF FIRM REPORTING	WAREHOUSE ORDER FILLER																								
Manufacturing	M	32	10		245 - 360		297 305		3 3		248 - 300		289 279		- -		- -		- -						
Summary	M	183	55		210 - 360		286 282		4 4		248 - 300		275 274		- -		- -		- -						
	WAREHOUSE SHIPPING CLERK																								
SIZE OF FIRM																									
1 - 39	M	64	53		238 - 371		287 292		5 4		255 - 300		285 283		5 3		273 - 324		324 309						
TYPE OF FIRM REPORTING																									
Wholesale Firms	M	88	52		235 - 371		300 296		- -		- -		- -		5 3		273 - 324		324 309						
Summary	M	205	105		235 - 372		310 311		7 5		255 - 351		300 302		7 5		273 - 325		324 311						
	WAREHOUSEMAN																								
SIZE OF FIRM																									
1 - 39	M	82	40		220 - 348		286 288		- -		- -		- -		8 3		260 - 289		281 280						
100 - 399	M	228	23		220 - 350		298 293		33 3		223 - 306		279 273		- -		- -		- -						
TYPE OF FIRM REPORTING																									
Wholesale Firms	M	203	45		220 - 348		281 276		- -		- -		- -		8 3		260 - 289		281 280						
Summary	M	456	96		220 - 350		298 291		39 6		223 - 306		270 273		16 5		250 - 295		289 285						

See Section 1. for definition of duties.

MANUFACTURING FIRMS

CALGARY

Alberta Distillers Ltd.,
 Albertan Job Press Ltd.,
 Allied Chemical Services Ltd.,
 Dr. Ballard's Animal Foods Ltd.,
 Blue Label Bottling Company Ltd.,
 Bonar & Bemis Ltd.,
 Burns & Company Ltd.,
 Calgary Brewing & Malting Co. Ltd.,
 Canadian Industries Ltd.,
 Continental Can Company of Canada Ltd.,
 Electric Storage Battery Co. of Canada Ltd.,
 Engineered Buildings (Calgary) Ltd.,
 Foothills Steel Foundry & Iron Works Ltd.,
 Golden Arrow Sprayers Ltd.,
 Hinde & Dauch Paper Co. of Canada Ltd.,
 Hook Signs Calgary Ltd.,
 Kellaway Printing Ltd.,
 Kyle Printing Ltd.,
 J. D. McCrea Ltd.,
 McGavin Toastmaster Ltd.,
 Maple Leaf Purity Mills Ltd.,
 Miller Printing Ltd.,
 Northwestern Brass Ltd.,
 Peerless Motor Products Ltd.,
 Peerless Rock Products Ltd.,
 Polar Aerated Water Works Ltd.,
 Rileys Reproductions Ltd.,
 Robin Hood Flour Mills Ltd.,
 Sick's Breweries Alberta Ltd.,
 Standard Brands Ltd.,
 John Tynan and Company Ltd.,
 Union Packing Company Ltd.,
 Western Bridge (Div. of Canada Iron Foundries Ltd.)
 Western Gypsum Ltd.
 Western Printing and Lithographing Co. Ltd.

EDMONTON

Alberta Phoenix Tube & Pipe Ltd.,
 A. I. M. Steel Ltd.,
 Armco Drainage & Metal Products of Canada Ltd.,
 Atlas Book Bindery
 Barber Machinery Ltd.,
 Black Stalls and Bryson Ltd.,
 Bohemian Maid Brewing Co. Ltd.,
 Building Products Ltd.,
 Bulletin Printers Ltd.,
 Burns and Company Ltd.,
 Canada Cement Company Ltd.,
 Canada Creosoting Company Ltd.,
 Canada Dry Ltd.,
 Canada Packers Ltd.,
 Canadian Bedding Company Ltd.,
 Canadian Chemical Company Ltd.,
 Canadian Industries Ltd.,
 Canadian Marietta Company of Canada Ltd.,
 Capital City Box Company Ltd.,
 C. W. Carry Ltd.,
 W. H. Clark Lumber Co. Ltd.,
 Coca Cola Ltd.,
 Continental Can Company of Canada Ltd.,
 Co-Op Press Ltd.,
 Crown Paving & Concrete Ltd.,
 Douglas Printing Company Ltd.,
 Edmonton Iron and Wire Works,
 Edmonton Truck Body Ltd.,
 Emery Company Ltd., The,
 Fairfax Baking Company,
 Furnace-Aire Ltd.,
 Great West Garment Company Ltd.,
 Hambly Press Ltd., The,
 Harrisons & Croxfield (Canada) Ltd.,
 Hayward's Lumber Company Ltd.,
 Honeyboy Baking Company,
 Hook Signs Ltd.,
 Inland Cement Company,
 McDermids Studio Ltd.,
 Martin Paper Products Ltd.,
 Metropolitan Printing Company Ltd.,
 Northwest Industries Ltd.,
 Northwest Tent & Awning Company Ltd.,
 Northwestern Tonn Lynn Ltd.,
 Norwood Foundry Ltd.,
 Prairie Maid Cereals Ltd.,
 Reliable Printing Company Ltd.,
 Reynolds Manufacturing Company Ltd.,
 Sherritt Gordon Mines Ltd.,
 Sterling Printers and Stationers Ltd.,
 Swift Canadian Company Ltd.,

Manufacturing Firms Edmonton (Cont.)

Terry Machinery Company (Alta.) Ltd.,
 T. I. W. Western Ltd.,
 Wm. Troock Furniture Ltd.,
 Union Carbide Canada Ltd.,
 Universal Bindery,
 United Grain Growers Ltd.,
 Westeel Products Ltd.,
 Western Chemicals Ltd.,
 Weston Bakeries Ltd.,
 Zeidlers Ltd.,

LETHBRIDGE

Broder Canning Company Ltd.,
 Canadian Sugar Factories Ltd.,
 Ellison Milling and Elevator Company Ltd.,
 Horton Steel Works Ltd.,
 Kirchener Machine Company
 Lethbridge Body Works Ltd.,
 Lethbridge Collieries Ltd.,
 Lethbridge Herald Company Ltd.,
 Lethbridge Industries Ltd.,
 Lethbridge Iron Works Company Ltd.,
 Lethbridge Sash and Door Factory,
 Liberty Rollers (Lethbridge) Ltd.,
 National Neon Displays Ltd.,
 Niven Brothers,
 Noble Cultivators Ltd.,
 Sick's Lethbridge Brewery Ltd.,
 Summit Lime Works Ltd.,
 Superior Masonry Products Ltd.,
 Victory Equipment Ltd.,
 Western Metal Fabric Ltd.,

MEDICINE HAT

Dominion Glass Company Ltd.,
 Gas City Planting Mill Ltd.,
 T. McAvity and Sons Western Ltd.,
 Medicine Hat Brick & Tile Company Ltd.,
 National Fruit Company (Bottling Plant)
 National Porcelain Ltd.,
 National System of Baking Ltd.,
 Northwest Nitro Chemical Ltd.,
 Ogilvie Flour Mills Company Ltd.,
 Redcliff Pressed Brick Company Ltd.,
 Superior Beverages Ltd.,
 Union Milk Company Ltd.,
 Val Marshall Printing Ltd.,

OTHER LOCATIONS

Canada Cement Company Ltd., EXSHAW,
 Carling Breweries (Alberta) Ltd., RED DEER,
 Central Alberta Dairy Pool Ltd., RED DEER,
 Consolidated Concrete Ltd., RED DEER,
 Cornwall Canning Company, TABER,
 Crows Nest Bottling Works, BLAIRMORE,
 Frontier Steel Industries Ltd., GR. PRAIRIE,
 Fry-Cadbury Ltd., RED DEER,
 Grande Prairie Iron Works Ltd., GR. PRAIRIE,
 Harpers Metals Ltd., RED DEER,
 Northern Bottling Ltd., GR. PRAIRIE,
 Northwestern Pulp and Power, HINTON,
 Parkhill Bedding and Furniture Ltd., (ALBERTA),
 Pioneer Electric Ltd., RED DEER,
 George Pratt Limited, PEACE RIVER,
 Red Deer Bottling Company, RED DEER,
 J. C. Smit Connors, RED DEER,
 Steel Industries of Grande Prairie Ltd., GR. PRAIRIE,
 Stramit Corp. (Alta.) Ltd., INNISFAIL,
 Thompson Pallister Bait Company, LACOMBE,
 Vermillon Beverages Ltd., VERMILION,
 Western Chemicals Ltd., TWO HILLS,

OIL FIRMS

CALGARY

Accurate Exploration Ltd.,
 Alberta Gas Trunk Line Company Ltd.,
 Amerada Petroleum Corp. & Subsidiaries,
 Anglo American Exploration Ltd.,
 Asamera Oil Corporation Ltd.,
 Bailey Selburn Oil and Gas Ltd.,
 Banff Oil Ltd.,
 Brinkerhoff Drilling Company Ltd.,
 British American Oil Company Ltd., The,

Oil Firms Calgary (Cont.)

Calgary Power Ltd.,
 California Standard Company, The,
 Canadian Superior Oil Ltd.,
 Can Tex Drilling Company Ltd.,
 Canada-Cities Service Petroleum Corp.,
 Canadian Delhi Oil Ltd.,
 Canadian Export Gas & Oil Ltd.,
 Canadian Finn Oil Ltd.,
 Canadian Kewanee Ltd.,
 Canadian Oil Companies Ltd.,
 Canadian Pacific Rly. (Dept. of Natural Resources),
 Canadian Western Natural Gas Company Ltd.,
 Canbridge Corp. Ltd.,
 Central Del Rio Oils Ltd.,
 Commonwealth Drilling Company Ltd.,
 Commonwealth Petroleum Ltd.,
 Dome Petroleum Ltd.,
 Dowell Incorporated,
 Duke Drilling Company Ltd.,
 Elgin Exploration Canada Ltd.,
 Flint Rig Company Ltd.,
 Fosco Oil Company Ltd.,
 General Petroleum Drilling Company
 Geophysical Service Inc.,
 Great Plains Development Company of Canada Ltd.,
 Halliburton Oil Well Cementing Company Ltd.,
 Holland Exploration Canada Limited,
 Home Oil Company Limited,
 Hudson's Bay Oil and Gas Company Limited,
 Husky Oil and Refining Ltd.,
 Imperial Oil Ltd. (Producing Department),
 Jennings Drilling Company (Alberta) Ltd.,
 Lucey Canadian Supply Company Ltd.,
 Magnet Cove Barium Corp. Ltd.,
 Medallion Petroleum Ltd.,
 Mobil Oil of Canada Ltd.,
 Murphy Oil Company Ltd.,
 National Supply Company Ltd., The,
 New Continental Oil Company of Canada Ltd.,
 North Canadian Oils Ltd.,
 Pacific Petroleum Ltd.,
 Pan American Petroleum Corporation,
 Peter Hawden Drilling Ltd.,
 Royalite Oil Company Ltd.,
 Shell Oil Company of Canada Ltd.,
 Sinclair Canada Oil Company,
 Sun Oil Company,
 Texaco Canada Limited,
 Texaco Exploration Company,
 Triad Oil Company Ltd.,
 United Geophysical Company of Canada,
 Western Decalta Petroleum Ltd.,
 Western Geophysical Company of Canada Ltd.,

EDMONTON

Anglo American Exploration Ltd.,
 Big Horn Drilling Ltd.,
 Boyles Brothers Drilling,
 British American Oil Company Ltd., The,
 California Standard Company, The,
 Canadian Kodak Refineries Ltd.,
 Canadian Utilities Ltd.,
 Chemical and Geological Laboratories Ltd.,
 Consolidated Mic Mac Oils Ltd.,
 Hudson's Bay Oil and Gas Company Ltd.,
 Imperial Oil Ltd. (Alberta Marketing Division),
 Imperial Pipe Line Company Ltd.,
 Interprovincial Pipe Line Company,
 Lane Wells (Canada) Ltd.,
 Maloney Crawford Tank & Service Company Ltd.,
 Mid-Continent Supply Company,
 Mid-Western Industrial Gas Ltd.,
 Mitchell and Associates Ltd.,
 Mobil Oil of Canada Ltd.,
 National Tank Company Ltd.,
 Northland Utilities Ltd.,
 Northwestern Utilities Ltd.,
 Pan American Petroleum Corporation,
 Perforating Guns of Canada Ltd.,
 Security Engineering Canada Ltd.,
 Shell Oil of Canada Ltd.,
 Texaco Canada Ltd.,
 Texaco Exploration Company,
 Wainwright Producers and Refiners Ltd.,
 Wilson Oilfield Supply Ltd.,

Oil Firms (Cont.)	Department Stores (Cont.)	Wholesale Firms Edmonton (Cont.)
OTHER LOCATIONS	OTHER LOCATIONS	
Hudson's Bay Oil & Gas, Pincher Creek Field Office Jones & Laughlin Steel Sales Co. Ltd., ALBERTA, Wainwright Gas Company Ltd., WAINWRIGHT,	T. Eaton Company of Canada Ltd., RED DEER, Hudson's Bay Company, GR. PRAIRIE, F. W. Woolworth Ltd., GR. PRAIRIE,	Quaker Oats Company of Canada Ltd., Reed Roller Bilt Company of Canada Ltd., Robertson Irwin Ltd., H. H. Ross and Sons Co. Ltd., J. H. Ross and Company, Russell Food Equipment Ltd., Scott-Bathgate Limited, Sherwin-Williams Company of Canada Ltd., Stafford Foods Limited, Stanley-Brook Ltd., Sun Fruit Company, Teas and Ferasse Limited, Tract Equipment Ltd., Walter Woods Ltd., Weatherford Oil Tool Company Ltd., Western Asbestos Alberta Ltd., Western Floor Covering Ltd., Western Grocers Ltd., Wilkinson and McClean Ltd., Wilkinson Company Limited,
PUBLIC SERVICE	WHOLESALE FIRMS	
CALGARY	CALGARY	LETHBRIDGE
Board of Grain Commissioners, City of Calgary, Customs and Excise Office, Department of Citizenship and Immigration, Department of Northern Affairs (Water Resources Br.), Department of Veterans Affairs, Income Tax Office, Trans Canada Air Lines, Unemployment Insurance Commission,	D. Ackland and Son Ltd., Alberta National Drug Company, Alberta Poultry Producers Ltd., Campbell and Griffin Limited, Canadian General Electric Company, J. L. Case Company Ltd., Conways Ltd., Crane Ltd., Cumming Galbraith Limited, Davies Electric Company Ltd., John Deere Plow Company Ltd., Dominion Rubber Company Ltd., Electric Equipment Alberta Ltd., Electrical Contractors & Machine Company Ltd., Federal-Mogul Service Ltd., Ferguson Supply Alberta Ltd., Firestone Tire & Rubber Company of Canada, Charles E. Frost & Co., General Motor Products of Canada Ltd., Great West Distributors, Grosser Automotive Supplies Ltd., Honeywell Controls Ltd., Horne and Pittfield Ltd., Imperial Tobacco Sales Co. of Canada Ltd., International Harvester Company of Canada Ltd., Macdonalds Consolidated Ltd., Marshall Wells Limited, Massey-Ferguson Ltd., S. A. Mathison Agencies Ltd., Mid-West Paper Ltd., Wells H. Morton & Co. Ltd., Motor Car Supply Co. of Canada Ltd., Northern Electric Company Ltd., Picker X-Ray of Canada Ltd., R. C. A. Victor Company Ltd., Sharps Theatre Supplies Ltd., Standen's Limited, Wilson Electric Supply Ltd.,	Dogterom Agency, General News Company, Horne and Pittfield Ltd., International Harvester Company of Canada Ltd., Klingers, Motor Car Supply Company of Canada Ltd., Oliver Chemical Company, Parsons Electric Ltd., T. H. Peacock Southern Ltd., Southern Stationers, Taylor Pearson and Carson Lethbridge Ltd.,
EDMONTON		MEDICINE HAT
Board of Grain Commissioners, City of Edmonton, Department of National Defence R.C.A.F., Department of National Health and Welfare, Department of National Revenue (Taxation), Department of Public Works Canada, Department of Transport, Department of Veterans Affairs, Government of the Province of Alberta, Trans Canada Air Lines, Unemployment Insurance Commission,		Dominion Fruit Ltd., Horne and Pittfield Limited, Macdonalds Consolidated Ltd., Maple Leaf Purity Mills Ltd., Medicine Hat Greenhouses, Motor Car Supply Company of Canada Ltd.,
LETHBRIDGE		OTHER LOCATIONS
Board of Grain Commissioners, City of Lethbridge, Lethbridge Public Library,		Horne and Pittfield Foods Ltd., GR. PRAIRIE, Macdonalds Consolidated Ltd., RED DEER, Marshall Wells of Canada Ltd., GR. PRAIRIE, Taylor Pearson and Carson, GR. PRAIRIE,
MEDICINE HAT		AUTOMOTIVE FIRMS
Board of Grain Commissioners, City of Medicine Hat,		CALGARY
OTHER LOCATIONS		Alberta White Trucks Calgary Ltd., Calgary Motor Products Ltd., Canadian Survey Supplies Ltd., Cooke Motors Ltd., Ed and Ted's Service Station, Fowle Motor Sales Ltd., Freeman Wilson Ltd., Halford and Valentine Ltd., Hammill Motors Ltd., Harry Forester Ltd., Kenway Company Ltd., MacIn Motors Ltd., Renfrew Motors Ltd.,
DEPARTMENT STORES	EDMONTON	EDMONTON
CALGARY	D. Ackland and Son Ltd., Alberta National Drug Ltd., Alberta Poultry Marketers Co-Op Ltd., Alberta Steel Products Ltd., J. H. Ashdown Hardware Company Ltd., Barber Ellis of Alberta Ltd., C. W. Boon and Company Ltd., Canadian Fairbanks Morse Company Ltd., Canadian General Electric Company, Canadian Pittsburgh Industries Ltd., Cockshutt Farm Equipment Ltd., Dominion Rubber Company Ltd., Dunlop Canada Ltd., Electrical Equipment Alberta Ltd., Firestone Tire & Rubber Company of Canada, Ford Motor Company of Canada Ltd., Gateway Building Supplies Ltd., B. F. Goodrich Canada Ltd., Goodyear Tire & Rubber Company of Canada Ltd., Gormans Limited, Hughes Owens Company Ltd., Hughes Tool Service Ltd., International Harvester Company of Canada Ltd., McCormick's Ltd., Macdonalds Consolidated Ltd., MacMillan and Bloedel Sales Alberta Ltd., Maple Leaf Milling Company Marshall Wells of Canada Ltd., Massey-Ferguson Ltd., Millar Lumber and Coal Company Ltd., Minneapolis Honeywell Regulator Company Ltd., Motor Car Supply of Canada Ltd., Newhouse Wholesale Ltd., Northern Asbestos & Building Supplies Ltd., Northern Electric Company Ltd., Pardee Equipment Company Ltd., Pedlar People Ltd., The, Phillips Electrical Company Ltd., Pilkington Glass Ltd., Primco Western Ltd.,	Canadian Kenworth Ltd., Dominion Motors Co. Ltd., Edmonton Motors Ltd., Healy Motors Ltd., Hood Motors Ltd., Loveseth Ltd., Market Tire, Miller Motor Co. Ltd., Mills Motors Ltd., Turnbull Motors Ltd., Waterloo Motors Ltd.,
EDMONTON		LETHBRIDGE
Army and Navy Department Store Ltd., T. Eaton Company of Canada Ltd., Hudson's Bay Company Retail Store, Johnstone Walker Ltd., S. S. Kresge Company Ltd., Pioneer Food Distributor Ltd., Simpson's Sears Ltd., Woodward Stores Ltd., F. W. Woolworth Company Ltd., Zellers Western Limited,		Fred King Motors Ltd., Imperial Motors Ltd., Horne Motors Ltd., Mechanics Sales Ltd.,
LETHBRIDGE		
T. Eaton Company of Canada Ltd., S. S. Kresge Company Ltd., F. W. Woolworth Ltd.,		
MEDICINE HAT		
T. Eaton Company of Canada Ltd., Raber Department Store, F. W. Woolworth Company Ltd.,		

Automotive Firms Lethbridge (Con't.)

North Lethbridge Motors,
Smith Motors Ltd.,

MEDICINE HAT

Beny Motors Canada Ltd.,
Central Motors,
E. R. Gauden Auto Supply Ltd.,
Gardner Motors Ltd.,

OTHER LOCATIONS

Chrysler Corporation of Canada Ltd., RED DEER,
Corbetts Ltd. Automotive Electric, RED DEER,
J. M. Crummy Garage Co. Ltd., GR. PRAIRIE,
Loveseth Northern Ltd., GR. PRAIRIE,
McFarlane Goodacre Motors Ltd., RED DEER,
Red Deer Motors Ltd., RED DEER,
Rodacker Sales & Service Ltd., GR. PRAIRIE
Thomson Motors Co. Ltd., GR. PRAIRIE,

FINANCIAL FIRMSCALGARY

Alberta General Insurance Company,
Bank of Montreal, Main Branch,
Bell and Company,
Beneficial Finance Company of Canada,
Canadian Acceptance Corporation,
Canadian Imperial Bank of Commerce,
Canada Permanent Trust Company,
Carlile and McCarthy Ltd.,
Chambers, Might, Saucier, Peacock and Jones,
Crown Trust Company,
Dominion of Canada General Insurance Company,
Helman, Fleming and Neve,
Household Finance Corp. of Canada,
Huron & Erie Mortgage Corporation,
Imperial Bank of Canada,
Manufacturers Life Insurance Company,
Montreal Trust Company,
National Trust Company Ltd.,
W. C. Pittfield and Company Ltd.,
Royal Bank of Canada, Main Branch,
Royal Trust Company,
Security Trust Company Ltd.,
Shumlatcher and Shumlatcher,

EDMONTON

Alberta General Insurance Company,
Allstate Insurance Company,
Bank of Montreal, Main Office,
Canada Permanent Toronto General Trust Co.,
Canada Trust Company,
Farmers & Merchants Trust Company Ltd.,
General Insurance Company of America,
General Motors Acceptance Corp. of Canada,
Guaranty Trust Company of Canada,
Household Finance Corp.,
Industrial Acceptance Corp. Ltd.,
Manufacturers Life Insurance Company,
Montreal Trust Company,
National Trust Company Ltd.,
New York Life Insurance Company,
North West Trust Company Ltd.,
Prudential Insurance Company of America,
James Richardson and Sons,
Royal Bank of Canada, Main Branch,
Royal Trust Company,
Spencer and Grierson Insurance Ltd.,
Sun Life Assurance Company of Canada,
Traders Finance Corp. Ltd.,
Union Acceptance Corp. Ltd.,
Wawanesa Mutual Insurance Company,

LETHBRIDGE

Davidson, Davidson and Williams,
Hunt Insurance Agencies,
Moscovich, Moscovich, Spanos, Matisz, & Yanosek,
Royal Bank of Canada,
Toronto Dominion Bank,
Virtue, Russell, Morgan, & Virtue,

MEDICINE HAT

Anderson Insurance Agency,
Bank of Montreal,

Financial Firms Medicine Hat (Con't.)

Beneficial Finance Company of Canada,
Canadian Bank of Commerce,
Farmers & Merchants Trust Company Ltd.,
Household Finance Corp. of Canada,
Manufacturers Life Insurance Company,
Niblock & Stone,
James Richardson & Sons,
Royal Bank of Canada,
Toronto Dominion Bank,

OTHER LOCATIONS

Bank of Nova Scotia, RED DEER,
Canadian Bank of Commerce, RED DEER,
Prudential Assurance Company Ltd., ALBERTA,
Royal Bank of Canada, RED DEER,
Toronto Dominion Bank, RED DEER,
Traders Finance Corporation Ltd., RED DEER,

RETAIL FIRMSCALGARY

Alberta Wheat Pool,
Henry Birks & Sons Western Ltd.,
Calgary Builders Supply Ltd.,
Calgary Drafting & Blue Print Company Ltd.,
Calgary Exhibition and Stampede Ltd.,
Canada Safeway Ltd.,
Canadian Pacific Railway Company,
Caravan Motor Hotel,
G. L. Chesney Hardware Ltd.,
Crossroads Motor Hotel,
Dollar Cleaners Calgary Ltd.,
Dominion Stores Ltd.,
Harold Runions Shoes Ltd.,
Highlander Motor Hotel Company Ltd.,
Holt Renfrew & Company Ltd.,
Hotel Wales,
Hotel York Ltd.,
Industrial & Road Equipment Ltd.,
Jenkins Groceries Ltd.,
Lewis Stationery (1961) Ltd.,
MacLeod Brothers Ltd.,
Macleods Ltd.,
Medical Arts Prescription Pharmacy,
Metropolitan Stores Ltd.,
Tom Moody Company (Calgary) Ltd.,
Nelson Furniture Company Ltd.,
New Moon Food Stores No. 1,
Noble Hotel,
F. E. Osborne Ltd.,
Palliser Hotel,
The Parisian,
Payless Stores Ltd.,
Radio Centre Company,
Remington Rand Ltd.,
Royal Hotel,
Shores Credit Jewellers,
Silvester Building Supplies Ltd.,
Spence Ltd.,
Steinbergs Furniture Limited,
Sykes Imperial Furniture Store Ltd.,
Tamblyn Western Limited,
Tea Kettle Inn Ltd.,
Terrill Flowers Ltd.,
H. M. Trimble & Sons Ltd.,
United Grain Growers Ltd.,
Waterous Ltd.,
Webber Hardware Ltd.,
Western Canadian Greyhound Lines,

EDMONTON

Addressograph-Multigraph of Canada Ltd.,
Arcade Limited,
Henry Birks & Sons (Western) Ltd.,
Bulldog Building Supplies Company Ltd.,
Campbells Furniture Ltd.,
Canada Safeway Ltd.,
Canadian Motor Transfer Ltd.,
Canadian National Express,
Canadian National Telegraphs,
CHED Ltd.,
Corona Hotel Company Ltd.,
Edmonton Cold Storage Ltd.,
Gateway Hotel,
Gestetner (Canada) Ltd.,
Greyhound Lines,
Hotel Jasper,

Retail Firms Edmonton (Con't.)

International Business Machines Ltd.,
Industrial & Road Equipment Ltd.,
King Edward Hotel Company Ltd.,
Lilley & Skinner Canadian Ltd.,
The Macdonald Hotel,
MacKillop Electric Ltd.,
Manning Wanless Building Supplies Ltd.,
Mayfair Hotel Ltd.,
Metropolitan Stores Ltd.,
Mikes News Stand,
Muttart Builders' Supplies (Edmonton) Ltd.,
National Cash Register Company of Canada Ltd.,
New Method Laundry Ltd.,
Northern Drafting Blue Print Company Ltd.,
Northern Engine & Equipment Company Ltd.,
Page The Cleaner & Furrier,
Park Hotel,
Pitney Bowes of Canada Ltd.,
Prudham Building Supplies Ltd.,
Riviera Hotel Company Ltd.,
Robinson & Sons,
Ross M. Rodger Ltd.,
Sample Shoe Store Ltd.,
Saskatoon Welding & Machine Ltd.,
Selkirk Hotel,
Shannon Glass Ltd.,
Sharp-MacNeill Ltd.,
Shores Credit Jewellers Ltd.,
Sunley Electric Company,
Underwood Ltd.,
Universal Concrete Accessories Ltd.,
Walk Rite Ltd.,
Walter Ramsay Ltd.,
Waterous Equipment Ltd.,
J. A. Werner Hardware Company Ltd.,

LETHBRIDGE

Advance Lumber Company Ltd.,
Alexandra Hotel,
Allan Builders Supplies Ltd.,
Avenue Shoes,
G. H. Baxter & Son,
John Black's Men's Shop,
Bon Ton Shoe Store,
Canada Safeway Limited,
Capital Furniture Store (Lethbridge) Ltd.,
Consumers Hardware and Supplies,
Dallas Hotel Company Ltd.,
Dominion Stores Ltd.,
Draffins Drug Store,
Empire Furniture Store,
Frache Bros. Ltd.,
Garden Hotel,
Hoyt Hardware Ltd.,
Lethbridge Hotel Company Ltd.,
Lethbridge Laundry & Dry Cleaners,
McArthur's Ladies Wear Ltd.,
D. Macleod & Son,
Majestic Theatres Ltd.,
Marquis Flower Shop,
Marquis Hotel,
Metropolitan Stores Ltd.,
Munroes Pharmacy Ltd.,
North Lethbridge Hardware Ltd.,
Regal Grocery,
Seventy Seven Oil Company Ltd.,
Singer Sewing Machine Company,
Southern Alta Co-Op Ass'n. Ltd.,
Stokes Drug Co. Ltd.,
Whittick Bros.,
York Hotel,

MEDICINE HAT

Bond Clothes & Hat Shop,
Dunn Electric,
Hat Hardware,
Hutchings & Sharp Clothing Ltd.,
Medicine Hat Steam Laundry,
J. J. Moore & Son Ltd.,
Red Owl Foods,
Revelstoke Sawmill Company Ltd.,
Royal Hotel,
Singer Sewing Machine Company,

OTHER LOCATIONS

Buffalo Hotel, RED DEER,
Canada Safeway Ltd., RED DEER,
Donald Hotel, GR. PRAIRIE,

LIST OF FIRMS PARTICIPATING IN SALARY AND WAGE RATE SURVEY -- 1962 (Con't.)

Retail Firms Other Locations (Con't.)

Gaetz Cornett Drugs & Book Company, RED DEER,
Metropolitan Stores Ltd., RED DEER,
Sims Furniture Ltd., RED DEER,
Watrous Equipment Ltd., GR. PRAIRIE,

INSTITUTIONS

CALGARY

Alberta Childrens Hospital,
Calgary Associate Clinic,
Calgary General Hospital,
Calgary Public Library,
Grace Hospital,
Holy Cross Hospital,
Mount Royal College,
North Hill Medico-Dental Clinic,
Southern Alberta Institute of Technology,

EDMONTON

Allin Clinic,
Baker Clinic,
Belmont Rehabilitation Centre,
Charles Cammell Indian Hospital,
Edmonton General Hospital,
Edmonton Public Library,
Links Associate Clinic,
Misericordia Hospital,
Research Council of Alberta
Royal Alexandra Hospital,
University of Alberta,
Workmen's Compensation Rehabilitation Clinic,

LETHBRIDGE

Bigelow-Fowler Clinic,
Campbell Clinic,
Galt Rehabilitation Centre,
Haig Clinic,
Lethbridge Municipal Hospital,
St. Michaels General Hospital,

MEDICINE HAT

Medicine Hat Public Library,

OTHER LOCATIONS

Archer Memorial Hospital, LAMONT,
Clareholm Municipal Hospital, CLARESHOLM,
Dobson Associate Medical Clinic, GR. PRAIRIE,
Drumheller Associated Physicians, DRUMHELLER,

Institutions Other Locations (Con't.)

Drumheller Municipal Hospital, DRUMHELLER,
Grande Prairie Municipal Hospital, GR. PRAIRIE,
Lacombe Municipal Hospital, LACOMBE,
Lloydminster Hospital, LLOYDMINSTER,
Mineral Springs Hospital, RANFF,
Olds Municipal Hospital, OLDS,
Parsons Clinic, RED DEER,
Ponoka Municipal Hospital, PONOKA,
Red Deer Municipal Hospital, RED DEER,
St. John's Hospital, EDSON,
St. Mary's Hospital, CAMROSE,
Smith Clinic, CAMROSE,
Wainwright Clinic, WAINWRIGHT,
Wainwright Municipal Hospital, WAINWRIGHT,
Wetaskiwin Municipal Hospital, WETASKIWIN,

CONSTRUCTION FIRMS

CALGARY

Adderson Construction Ltd.,
Bird Construction Company Ltd.,
Brown & Root Ltd.,
Burns & Dutton Concrete & Construction Co. Ltd.,
J. A. Cawston & Associates,
Clayton Bond & Mogridge,
Haddin, Davis & Brown Ltd.,
Lamb T. McManus & Associates Ltd.,
Larwill Construction Company,
McTavish McKay & Company Ltd.,
Mannix Ltd.,
Nodwell Brothers Ltd.,
Poole Pritchard Canadian Ltd.,
Poole Construction Company Ltd.,
Rule, Wynn & Rule,
Standard Gravel & Surfacing Canada Ltd.,
J. Stevenson & Associates,
Sullivan Bros. (Calgary) Ltd.,
Watson Construction Company Ltd.,
F. A. Wilson & Sons Company Ltd.,

EDMONTON

Aberdeen & Groves,
Adby Construction Company,
Alldritt Construction Company,
Associated Engineering Services Ltd.,
Atlas Construction Company Ltd.,
Banister Construction Company Ltd.,
Brown & Root Ltd.,
J. K. Campbell & Associates Ltd.,
Canadian Comstock Company Ltd.,

Construction Firms Edmonton (Con't.)

Dupuis & Dunn,
Edmonton Transit Mix & Supply Company Ltd.,
Fekete Construction Company Ltd.,
G. W. Golden Construction Ltd.,
Haddin, Davis & Brown Ltd.,
R. M. Hardy & Associates Ltd.,
Hume & Rumble Ltd.,
Kasten & Longworth & Associates Ltd.,
MacIab Construction Company Ltd.,
Majestic Contractors Ltd.,
Materials Testing Laboratories Ltd.,
Mix Bros. Construction Company Ltd.,
New West Construction Company Ltd.,
OK Construction & Supply Company Ltd.,
C. C. Parker Whittaker & Company Ltd.,
Piggott Construction Ltd.,
Poole Construction Company Ltd.,
Rensaa & Minsos,
Rensaa, Minsos & Associates Ltd.,
Rule, Wynn & Rule,
K. C. Stanley & Company,
Stanley Grimbly Roblin Ltd.,
Warnock Hersey Company Ltd.,
W. C. Wells Construction Company Ltd.,
Western Reinforcing Steel Service Ltd.,
Williams Bros. (Canada) Ltd.,

LETHBRIDGE

Bird Construction Company Ltd.,
Brico-Alta Construction Ltd.,
Charlton & Hill Ltd.,
Fooks & Associates,
General Construction Company (Alta) Ltd.,
Lethbridge Excavating Pipe Line Ltd.,
Meech Mitchell Robins & Associates,
Oland Construction Ltd.,
Pahulje Construction Ltd.,
Pyke & Holberton Ltd.,

MEDICINE HAT

Johnson Construction Company Ltd.,
Stober & Maerz Construction,
Wahl Construction Ltd.,

OTHER LOCATIONS

Alton Construction, RED DEER,
Britton Construction, RED DEER,
Ferguson Supply Alberta Ltd., GR. PRAIRIE,
R. Johnston Construction, RED DEER,
Sandquist Construction, RED DEER

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